

Sustainability Report 2025



Contents

Corporate Philosophy	3	Employment	149
Editorial Policy	5	Employee Development	152
Basic Concept and Governance System	7	Labor Relations	158
ESG Strategy	12	Olympus Open Ways of Working	160
Materiality		Occupational Safety and Health	165
Six Focus Areas and 24 Materiality Topics	24	Health Management and Better-Health Promotion	171
1 Healthcare Access and Outcome	26	Human Rights	186
2 Compliance, Product Quality, and Safety	32	Human Rights Policy	188
3 Responsible Supply Chain	38	Procurement	191
4 Healthy Organization	42	Supply Chain Policy of Olympus Group	193
5 Carbon Neutral Society and Circular Economy	47	Corporate Citizenship Policy	194
6 Corporate governance	53	Cancer Awareness Activities	196
Impact Action Stories	57	Charitable Donation Initiatives	207
Contributing to Improvements in Healthcare Standards in India by Supporting Outreach Gastrointestinal Endoscopic Screenings	58	Social (S) Data	208
Driving <i>Elevate</i> , our holistic remediation and quality transformation program	62	Governance	
Building a Resilient Supply Chain Through Data Utilization and Strengthened Supplier Partnerships	67	Framework of Corporate Philosophy	212
Aizu Olympus Implements Long-Term Practical Measures to Reduce Greenhouse Gas Emissions	72	Corporate Governance	213
Delivering Aligned Assurance	76	Communication with Stakeholders	214
ESG Policies and Initiatives		Disclosure Policy	216
Environment		Compliance	217
Environmental Health and Safety Policy	81	Because What We Do Matters: Olympus Global Code of Conduct	221
Management System	83	Anti-Corruption	222
Initiatives for Climate Change	91	Olympus Group Guidelines Covering the Prevention of Bribery	224
Product Stewardship	97	Olympus Global Third Party Code	228
Initiatives for Natural Capital and Waste	101	Whistleblowing System	229
Control Rules for Environment-related Substances Used in Product	112	Tax	231
Green Procurement	113	Payments to Healthcare Professionals and Healthcare Organizations	235
Environmental (E) Data	114	The Ethics Committee	236
Society		Risk Management System	237
For the Benefit of Patients	118	Olympus Group Risk Management and Crisis Response Policy	241
Responding to Customers	120	Information, Product, and Cyber Security	243
Elevating the standard of care	124	Information, Product, and Cyber Security Policy	246
Clinical Data Transparency Policy	126	Privacy Governance and Management	248
Supporting Physician Development in Emerging Countries	128	Handling of Personal Information	257
Participating in the Medical Industry Organizations	130	Governance (G) Data	266
Product Responsibility	131	Participating in External Initiatives	267
Olympus Global Quality Policy	134	External Evaluation	269
Healthy Organization	135	Independent Assurance Statement Related to Environmental Data	271
Inclusion	138	GRI Content Index	277

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.

Editorial Policy

Editorial Policy

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.

We also publish the information on our Sustainability page in September each year as our Sustainability Report. 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: FY2025 (April 1, 2024–March 31, 2025)

The report contains some information outside this period.

Reporting Cycle, Date of Most Recent Report

Latest annual update: August 19, 2025 (in Japanese and English)

Previous annual update: August 20, 2024 (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 and Occupational Safety and Health 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, waste discharged, number of lost time injuries, lost time injury (one or more days) frequency rate (LTIFR), and number of fatalities.

- ◆ External Assurance Organization

SOCOTEC Certification JAPAN

Contact

➤ [Sustainability Contact Form](#) ■

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](#)

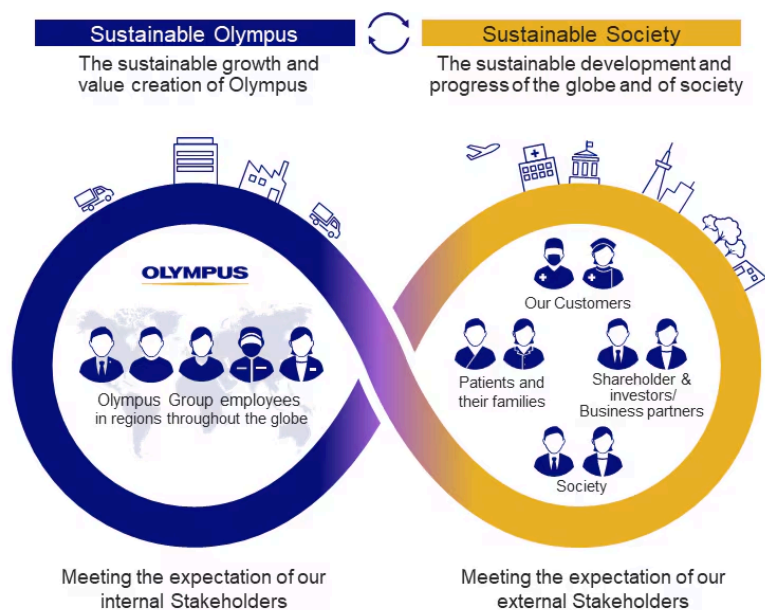
Aiming for both a “Sustainable Olympus” and a “Sustainable Society”

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.

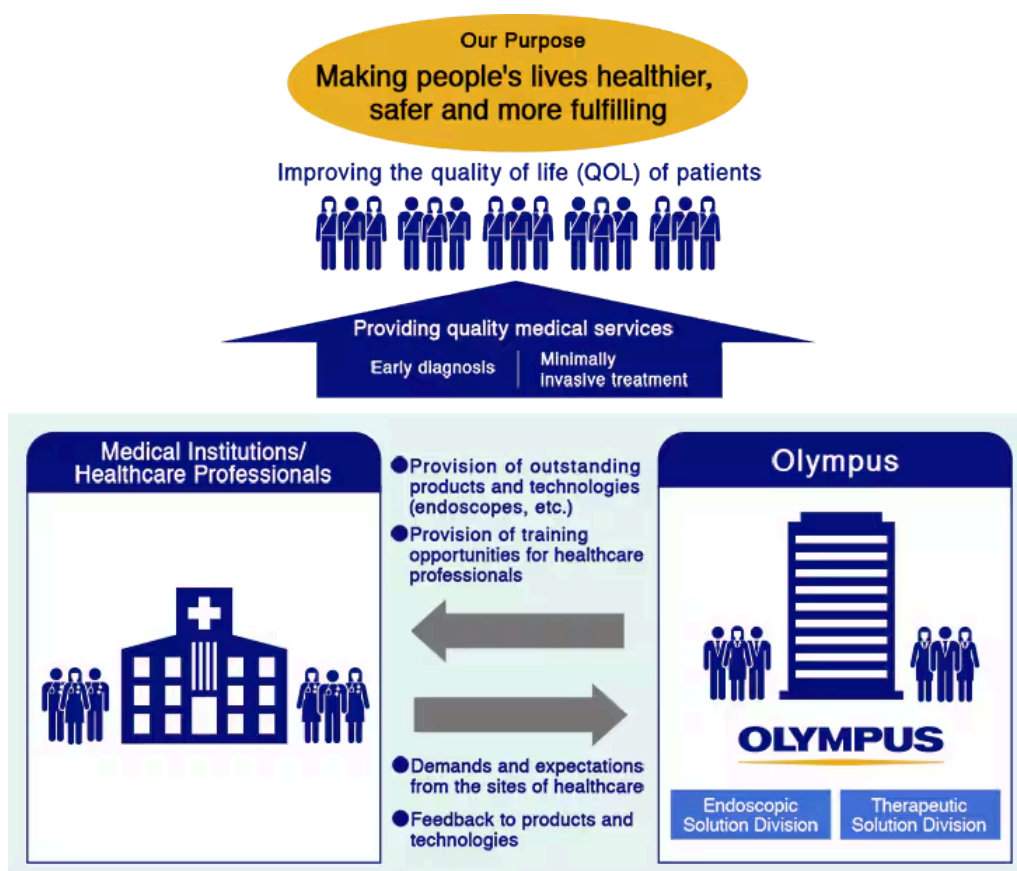
Delivering outstanding products and technologies and training healthcare professionals in their safe and appropriate application facilitates both the "early diagnosis" of diseases as well as "minimally invasive treatments," to reduce the burdens on patients and thereby contribute to improvements in patient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

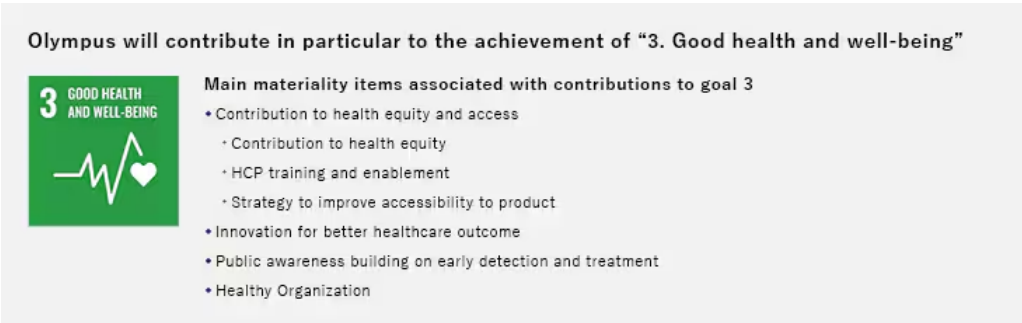
Of these 13 goals, the SDG to which our degree of contribution through our business is greatest is goal 3 "Good health and well-being," and we will actively contribute to the resolution of multiple societal issues centered on "health" as a global MedTech company.

* 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



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 a certain proportion 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



ESG Strategy

▼ Company Strategy ▼ Materiality Topics at Olympus

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

> [Company Strategy](#)

> [Value Creation Model \(PDF: 68.6KB\)](#)

Materiality Topics at Olympus

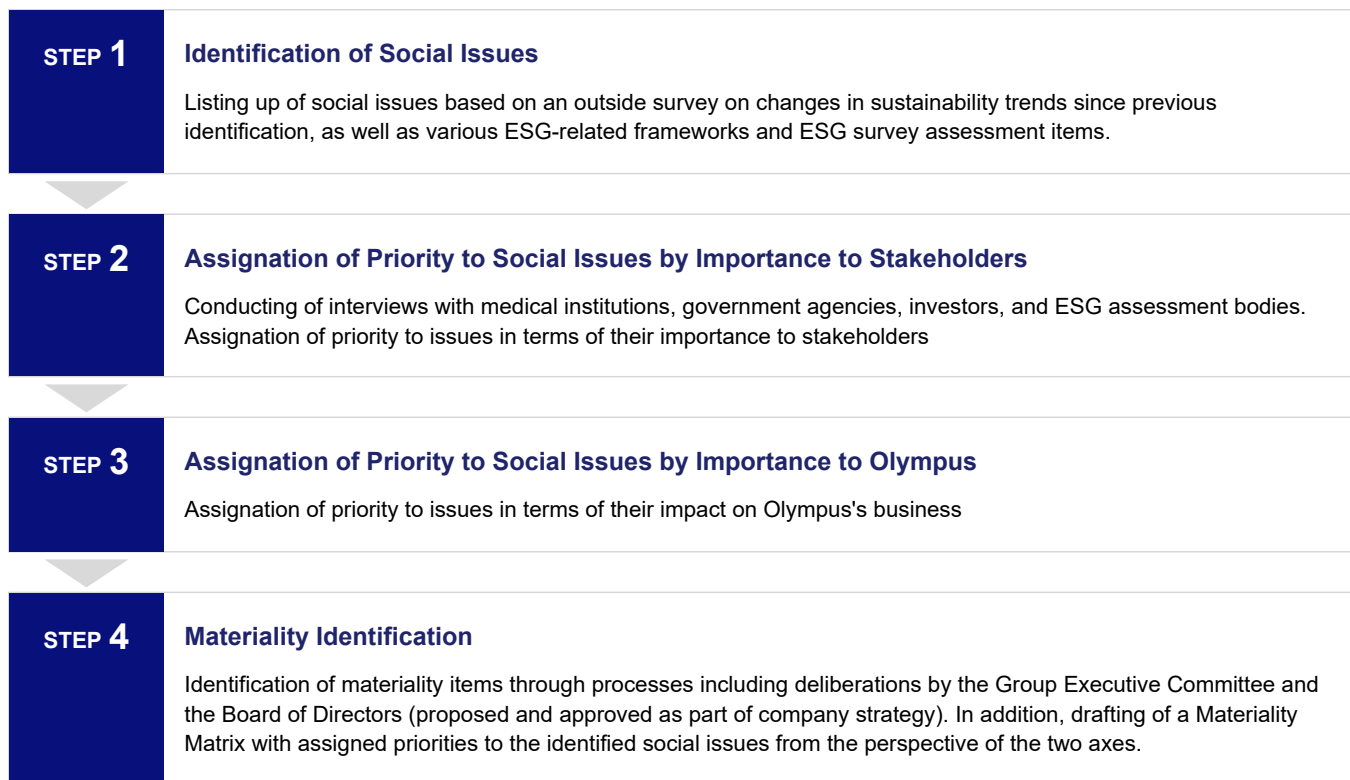
Process for Analysis and Identification of Focus Areas and Materiality Topics

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*.

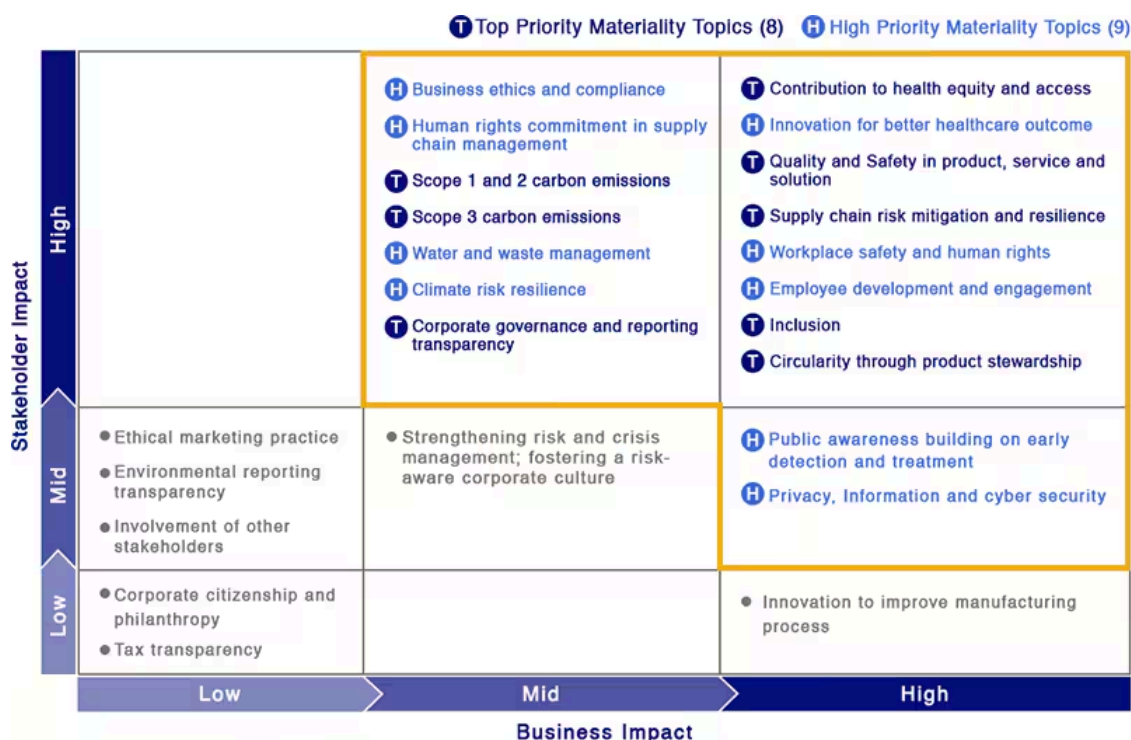
In the process of identifying these 25 Materiality Topics, mapping of these topics onto the two axes of “importance to stakeholders” and “impact on Olympus’s business (importance to Olympus)” is carried out, with Olympus then assigning these to three levels of priority: Top Priority, High Priority, and Others. From FY2026, our commitment to cultivating an inclusive environment to enable all our employees the opportunity to succeed, previously represented as “Diversity, equity and inclusion”, was updated to redefine under the name of “Inclusion”. In accordance with the update, some relevant materiality topics were reviewed to restructure 25 Materiality Topics into 24 Materiality Topics.

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, Tthe existing six important ESG areas and five materiality items were realigned into Six Focus Areas.



Materiality Matrix



Six Focus Areas and 24 Materiality Topics

The Six Focus Areas and 24 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

Healthcare Access and Outcome



◆ 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	FY2025 Achievements
Top Priority ◆ Contribution to health equity and access - Contribution to health equity ◆ HCP training and enablement ◆ Strategy to improve accessibility to product	CAGR +20% CRC* related training in target emerging countries and regions	57 programs (CAGR +280% compared to FY2024)
	CAGR +20% CRC* related online / hybrid training provided with HCPs globally	87 programs (CAGR +118% compared to FY2024)
High Priority ◆ Innovation for better healthcare outcome ◆ Public awareness building on early detection and treatment	-	-
Others ◆ Corporate citizenship and philanthropy	-	-

* CRC: Colorectal cancer

◆ Link to Activities Pages

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

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	FY2025 Achievements
Top Priority ◆ 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 ◆ Business ethics and compliance ◆ Privacy, Information and cyber security	-	-
Others ◆ 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 ■

◆ Link to Activities Pages

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

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	FY2025 Achievements
Top Priority Supply chain risk mitigation and resilience	Annual assessment/monitoring for multi-tier supply chain risks	We expanded our global Supply Chain Visibility assessment to all direct material suppliers using a digital platform. In FY2025, we identified critical risks, enabling targeted mitigation. This proactive strategy strengthens resilience, enhances transparency, and ensures long-term operational continuity and sustainable growth through a robust, agile supply chain framework.
High Priority Human rights commitment in supply chain management	-	-

◆ Link to Activities Pages

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

Focus Area 4

Healthy Organization



◆ 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	FY2025 Achievements
Top Priority ◆ Inclusion	100% Eligible male employees in Japan* take parental leave by FY2026	98.2%
	New KPIs and targets, which may differ based upon region, are under consideration along with changing the materiality topic from “Diversity, Equity & Inclusion” to a focus on “Inclusion.”	
High Priority ◆ Employee development and engagement ◆ Workplace safety and human rights	-	-

* Olympus Corporation

◆ Link to Activities Pages

➤ [Materiality Topics](#)

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	FY2025 Achievements
Top Priority ◆ 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 FY2040	GHG emissions (Scope 1, 2 and 3): 895,757t-CO₂e (increase of 27% compared to FY2020) 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 requested 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.
	Carbon neutral: Net-zero GHG emissions (Scope 1 and 2) from our site operations by FY2031	GHG emissions (Scope 1 and 2): 32,174t-CO₂e (decrease of 62% compared to FY2020) We are substantially reducing emissions compared to the baseline year by conserving energy through measures below - Improving production processes and implementing energy-saving measures to reduce CO₂ emissions - Switching to fuels that produce less CO₂ emissions. - Expanding the use of electric power derived from renewable energy with installing solar power generating facilities on the rooftops of in-house facilities, procuring renewable energy through long-term PPAs,* and using green power certificates, etc. * Power Purchase Agreement; an agreement for the purchase of electric power.
High Priority ◆ Water and waste management ◆ Climate risk resilience	-	-
Others ◆ Environmental reporting transparency	-	-

◆ Link to Activities Pages

- [Materiality Topics](#)
- [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	FY2025 Achievements
Top Priority 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 Involvement of other stakeholders	-	-

◆ Link to Activities Pages

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

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.

Six Focus Areas and 24 Materiality Topics

At Olympus, we listen to the opinions of our stakeholders and consider societal expectations and requirements, as well as trends in the medical technology (“MedTech”) industry, analyses of risks and opportunities from a sustainability perspective, and so on. Based on these, we have identified six focus areas and 24 materiality topics with which to engage towards contributing to the resolution of societal challenges.

Six Focus Areas

We will introduce in detail Olympus’ materiality from the perspectives of “Why” (Why are we taking these actions?), “How” (How will we achieve this?), and “What” (What specifically will we do?) in each of the six focus areas.



➤ **Focus Area 1:**
Healthcare Access and Outcome



➤ **Focus Area 2:**
Compliance, Product Quality and Safety



➤ **Focus Area 3:**
Responsible Supply Chain



➤ **Focus Area 4: Healthy Organization**



➤ **Focus Area 5: Carbon Neutral Society and Circular Economy**



➤ **Focus Area 6 : Corporate Governance**

Six Focus Areas and 24 Materiality Topics

Olympus has identified six focus areas and their respective materiality topics, with which it is engaging (see below table).

Six Focus Areas and 24 Materiality Topics

Six Focus Areas	Top Priority	High Priority	Others
Healthcare Access and Outcome	♦ Contribution to health equity and access - Contribution to health equity - HCP training and enablement - Strategy to improve access to product	♦ Innovating better healthcare outcomes ♦ Building public awareness of early detection and treatment	♦ Corporate citizenship and philanthropy
Compliance, Product Quality and Safety	♦ Quality and safety in products, services and solutions	♦ Business ethics and compliance ♦ Privacy, information and cyber security	♦ Risk and crisis management, risk culture ♦ Ethical marketing practices ♦ Innovating to improve manufacturing process ♦ Tax transparency
Responsible Supply Chain	♦ Supply chain risk mitigation and resilience	♦ Commitment to human rights in supply chain management	
Healthy Organization	♦ Inclusion	♦ Employee development and engagement ♦ Workplace safety and human rights	
Carbon Neutral Society and Circular Economy	♦ Scope 1 and 2 carbon emissions ♦ Scope 3 carbon emissions ♦ Circularity through product stewardship	♦ Water and waste management ♦ Climate risk resilience	♦ Environmental reporting transparency
Corporate Governance	♦ Corporate governance and reporting transparency		♦ Involvement of other stakeholders

Link

➤ [ESG Strategy, Materiality Topics at Olympus](#)

➤ [Impact Action Stories](#)

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

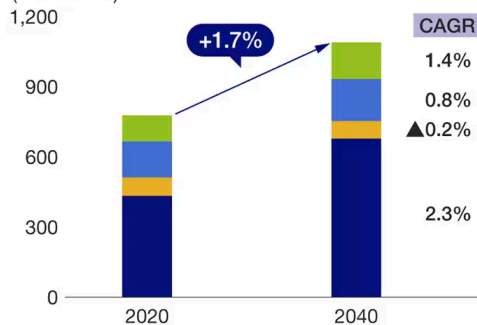
The number of cancer patients has been increasing globally in recent years. The compound annual growth rate (CAGR) of increase of the number of colorectal and gastric cancer cases is forecast to be 1.7% through 2040.

Cancer Patients—Incidence by Selected Countries

U.S. EU5 Japan China

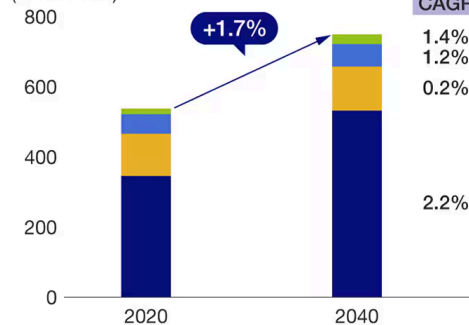
Colorectal Cancer

(Thousands)



Gastric Cancer

(Thousands)



* EU5: UK, France, Italy, Germany, Spain Source: Epi Database, Cerner Enviza. Accessed July 2023

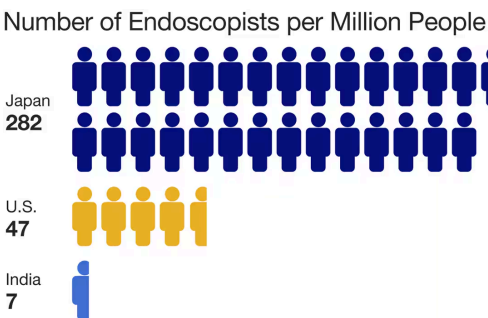
(Reference data) Integrated Report 2023 Page 42-45 https://www.olympus-global.com/ir/data/integratedreport/pdf/integrated_report_2023e_A4.pdf?231114a.pdf

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
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&population=0&cancers=90>

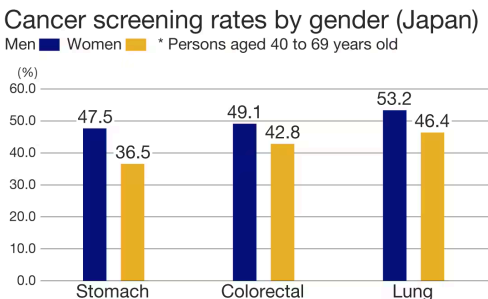


Olympus Perspective 3: Public Awareness

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?

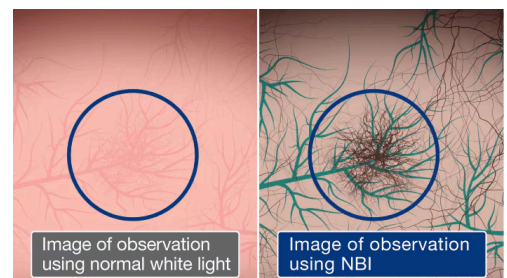
Initiative Example 1: Development of NBI to contribute to the early detection and treatment of cancer

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

Focus Area 2

Compliance, Product Quality, and Safety



The Future We Envision

Our first priority: Continuous striving for product quality, safety and compliance to ensure sustainability and patient safety

As a globally leading MedTech company, our first priority is the provision of reliable, high-quality products. To further enhance the trusted reputation of Olympus products, services, and solutions, we are now implementing a comprehensive quality transformation program that will improve both our Quality Management System and our regulatory compliance. Simultaneously, we will also continue to cultivate an environment of integrity and compliance throughout our organization, by maintaining and improving our Compliance Management System, which is designed to raise confidence and trust in Olympus.

Materiality Topics



Top Priority

- Quality and safety of products, services, and solutions

High Priority

- Business ethics and compliance
- Privacy, information and cybersecurity

Others

- Risk culture, risk and crisis management
- Ethical marketing practices
- Innovations in manufacturing processes
- Tax transparency

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?

To build and maintain trust in the company and its products

Olympus Perspective 1: Patient Focus—Demand for Quality and Reliability in Medical Devices

Medical devices that directly affect the lives and health outcomes of patients

As a medical device manufacturer, we primarily develop products—such as endoscopes and endo-therapy devices—that exceed customer requirements. Medical devices directly impact the lives and health outcomes of patients, and accordingly these products must be safe, reliable, and of the highest quality. Product recalls or suspensions of shipment, due to defects or other quality issues, can lead to delays in the treatment offered at clinical facilities. Accordingly, Olympus must continue to ensure product quality, based upon our principle of “Patient Focus.”

As medical technology becomes increasingly sophisticated, the laws and regulations enacted by nations worldwide to address medical devices are becoming more stringent each year. Therefore, it is essential that we maintain product quality while staying up-to-date on—and complying with—this evolving regulatory environment.



Olympus Perspective 2: Compliance is the Foundation of Trust

Building trust through fair and transparent business activities, in compliance with laws and regulations

Our company prioritizes compliance with applicable laws and regulations, recognizing it as fundamental to our success and sustainability. Always operating in a manner consistent with Our Corporate Philosophy, and upholding Our Core Value of Integrity, we are committed to maintaining trust with all stakeholders, including customers, patients, employees, shareholders, regulators, and other third parties.

Olympus has a zero-tolerance for bribery, corruption, or any other form of illegal, unlawful, or anti-competitive activity. This unwavering commitment safeguards our company's reputation and mitigates legal risks. For example, when interacting with healthcare professionals we communicate appropriate product information in good faith, using only approved promotional materials that comply with applicable laws and regulations.

How How will we achieve this?

Fostering employee awareness while strengthening systems and structures

Approach 1: Patient Focus— Policy Development for Company-Wide Awareness

Redefining Our Core Values, Rethinking Company Strategy

In its new company strategy, announced in May 2023, the Olympus Group sets out “patient safety and sustainability” as one of its guiding principles. Furthermore, to foster a quality-focused corporate culture befitting of a global MedTech Leader, and clarify the values that are important to us, in February 2024 we added “Patient Focus” to the Core Values contained in our Corporate Philosophy.

In line with the Olympus Quality Policy, we are engaged in shaping an improved corporate culture that is more focused upon patient safety and security. This activity was initiated by our Quality Assurance and Regulatory Affairs division, but has developed into a company-wide priority shared by all employees.

〈Related Materiality Topics〉 Quality and safety in product, service and solution

Approach 2: Reinforcement of System to Comply with Quality Laws and Regulations

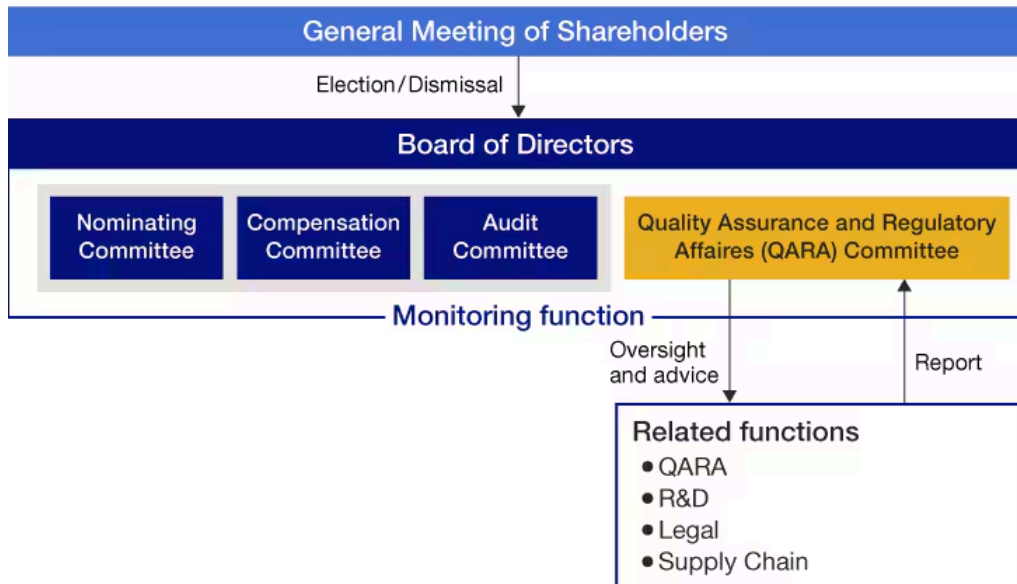
Continuous improvement of the company's internal quality management system, in both practice and supervision

The Olympus Group has appointed a Chief Quality Officer (CQO) to oversee quality and regulatory function. This new role is responsible for reviewing and improving our working processes worldwide, in conjunction with Quality Assurance and Regulatory Affairs (QARA) members in each region.

We established a QA&RA Committee at the Board of Directors in April 2023. This is a voluntary committee composed of outside directors., Relevant functions including QARA; R&D; Legal; and Supply Chain, report to the committee on improvement progress. The committee oversees and provides advice for the development of global quality management systems, products, and services to meet the expectations of regulators while ensuring compliance with relevant laws and regulations.

〈Related Materiality Topics〉 Quality and safety in product, service and solution / Risk and crisis management, risk culture

QARA Structure



Approach 3: Transformational Initiatives for Patient Safety and Our Future Growth

Implementing *Elevate*: a holistic remediation and quality transformation program

As a global MedTech company, Olympus seeks to be recognized for the quality, value, and innovation that our people, products, and services bring to society each and every day. Towards this goal, we consistently demonstrate an unwavering commitment to quality and patient safety in everything we do.

Elevate, launched in fiscal year ended March 2024, is a multi-year quality transformation program that spans our entire company. This initiative embodies four key, long-term goals:

1. Strengthening our patient safety focus and product quality culture
2. Embedding sustainable, repeatable processes and compliance
3. Fostering constructive relationships with health authorities
4. Leveraging quality as a competitive advantage

Elevate involves teams from R&D, operations, supply chain, service, repair, and various regional organizations working together to improve global quality systems and processes, and standardize operations, in order to satisfy global regulatory requirements. The program will not only strengthen quality management systems—it will also become a key facilitator of innovation, growth, and increased profitability. These it will achieve through sustainable benefits such as improved lifecycle management, and digitally enabled processes to reduce costs, raise effectivity, and drive efficiency in products' development, clearing, and launch timelines.

〈Related Materiality Topics〉 Quality and safety in product, service and solution / Ethical marketing practice

Approach 4: Establishment of Global Rules

Our Global Code of Conduct: a foundational set of expectations, demonstrating our strong commitment to integrity

We expect every employee, manager, officer, and director to understand and comply with our Global Code of Conduct (Code), which ensures compliance with applicable laws and regulations while acting with integrity.

The Code was established to help affirm that Our Purpose and Core Values are embodied in the company's daily operations. The Code affirms our unwavering commitment to integrity, reflecting the company's high expectations, and enabling us to navigate complex business and regulatory environments while maintaining a focus on patients. Adherence to the Code, along with applicable global, regional, and local policies, ensures our business is conducted both ethically and responsibly.

〈Related Materiality Topics〉 Business ethics and compliance

Approach 5: Compliance Management System

Initiating compliance activities in each region, under the supervision of the Global Chief Compliance Officer

Our Chief Executive Officer (CEO) bears the highest responsibility for compliance with applicable laws and regulations for the Olympus Group. The CEO has appointed a Global Chief Compliance Officer (CCO) with responsibility for the group's Compliance Management System. The CCO delivers periodic reports on compliance activities to the Board of Directors and its Audit Committee, and these bodies consult with the CCO as necessary.

The CCO also chairs a Global Leadership Team (GLT), which consists of Regional Chief Compliance Officers, a Chief Privacy Officer, and other personnel designated by the CCO. Working with members of the GLT, the CCO ensures that relevant internal regulations are adhered to in regional business centers. The CCO and GLT also ensure compliance activities align with our Compliance Management System and the other management systems overseen by the CCO, reflecting best practices.



〈Related Materiality Topics〉 Business ethics and compliance

Initiative Example 1:
Promoting *Elevate*, our comprehensive remediation and quality transformation program

To ensure patient safety while supporting growth, since the beginning of the fiscal year ending March 2024 Olympus has been implementing a comprehensive, multi-year remediation and quality transformation program named *Elevate*.

> See here for more details: Impact Action Story



Related Information

- > Product Responsibility
- > Compliance
- > Because What We Do Matters: Olympus Global Code of Conduct

Responsible Supply Chain



The Future We Envision

Collaborating with suppliers worldwide to build a robust supply chain that addresses social and environmental challenges

As a global MedTech company, Olympus provides medical facilities across diverse countries and regions with products that directly benefit public health and well-being. In recognition of this social mission, we work closely with our wide-ranging supplier base to mitigate risks that might impact product manufacturing or service provision. Furthermore, to support the realization of a sustainable society, we collaborate with our suppliers to tackle environmental and societal challenges. Our company aims to establish a supply chain that can dynamically adapt to macro-environmental changes, minimize lead times, and meet customer needs effectively and efficiently.

Materiality Topics



Top Priority

- Supply chain risk mitigation and resilience

High Priority

- Human rights commitments in supply chain management

Why

Why are we taking these actions?



How

How will we achieve this?



What

What specifically will we do?



Our responsibility as a globally active MedTech company

Olympus Perspective 1: Stable Product Supply

The products we provide directly impact people's health

Olympus products are essential for diagnostics and treatments that directly impact public health. Effective supply chain management ensures an uninterrupted flow of materials, production, and distribution, which guarantees a stable supply of reliable products. As a global provider, the company prioritizes resilience to unforeseen disruptions, such as natural disasters, to uphold its mission of supporting healthcare facilities worldwide.

Olympus Perspective 2: Corporate responsibility across the supply chain

Promoting sustainability, together with suppliers in each country and region

Throughout their supply chains, enterprises must ensure compliance, uphold human rights, and prioritize occupational health and safety. Olympus recognizes its responsibility as a global company to strengthen sustainability initiatives with suppliers and drive necessary improvements. Leadership from globally active companies such as Olympus is essential to address climate change and realize a circular and carbon-neutral economy.

Raising resilience and tackling social and environmental issues through three key approaches.

Approach 1: Creating an integrated manufacturing and supply chain structure

Ensuring uninterrupted operation of healthcare facilities through risk reduction and increased resilience

Olympus relies on unique third-party materials, requiring a highly resilient supply chain. Natural disasters and geopolitical shifts can disrupt the procurement of essential materials. To address this, in April 2022 Olympus consolidated its manufacturing, procurement, and supply chain management under a Chief Manufacturing and Supply Officer (CMSO). This structure aims to improve risk identification while streamlining production, sales, and marketing operations. The impact of large-scale natural disasters—such as the Great East Japan Earthquake (2011) and the Noto Earthquake (2024)—underscores the importance of supply chain resilience. We are working to establish systems that ensure a continuous supply of products and services at healthcare facilities, even under unforeseen circumstances. Risk visibility is being enhanced across multiple supply chain tiers, through advanced IT solutions and AI-powered risk detection, and proactive crisis management is being ensured.



〈Related Materiality Topics〉 Supply chain risk mitigation and resilience

Approach 2: Strengthening our social commitment

Ensuring compliance and accountability through third party code adherence and supplier audits

Olympus enforces compliance with its Global Third Party Code, which emphasizes human rights, anti-corruption, equitable trade practices, and environmental stewardship. A centralized supplier management system facilitates ongoing monitoring and regular audits, to ensure suppliers adhere to sustainability standards and maintain robust business continuity plans (BCPs).

〈Related Materiality Topics〉 Human rights commitment in supply chain management

Risk Program
Multi-tier Supply Chain Visibility (SCV)
Business Continuity Plan (BCP)
Olympus Global Third Party Code (COC)
◆ Environmental, Social, Governance (ESG) ◆ Environmental Health Safety (EHS) ◆ Carbon Management Program (CO₂) ◆ Human Rights

Approach 3: Reducing greenhouse gas emissions

Requesting that suppliers set SBTs

Olympus actively collaborates with applicable suppliers, requesting that they set science-based targets (SBTs) for greenhouse gas emission reductions. Supplier surveys allow us to monitor and validate progress, driving collective advancements toward a sustainable and resilient supply chain.

- Olympus achieved SBTi Net-Zero target certification in 2023, reinforcing our commitment to global sustainability goals.



〈Related Materiality Topics〉 Supply chain risk mitigation and resilience

What What specifically will we do?

Initiative Example 1: Building a Resilient Supply Chain Through Data Utilization and Strengthened Supplier Partnerships

The head of Global Procurement Excellence & Performance shares their vision and initiatives for mitigating supply chain risk, ensuring resilience, and working with vendors to address sustainability.

➤ See here for more details: Impact Action Story



Related Information

- Supply Chain Policy of Olympus Group
- Procurement
- Initiatives for Climate Change

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 Inclusion, employee development and engagement and workplace safety and human rights.

Materiality Topics

Top Priority

- 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?



Everyone is empowered to perform our best

Olympus Perspective: Our Target Corporate Culture

Healthy Organization holds true to Olympus' ambition to create a culture that empowers employees to fulfil Our Purpose: making lives healthier, safer and more fulfilling. Living Our Core Values and acting in line with those behaviors lays the foundation for a Healthy Organization. Additionally, five key enablers drive our employee promise: Growth & Development, Authentic Leadership, Inclusion, Reward & Recognition, and Work Environment. To develop our culture and achieve Our Purpose we must operate in a Purpose-driven manner, enabled by a People-centric perspective.

Click here for details > [Healthy Organization](#)



ENABLERS

- Growth & Development : We grow as an organization by enabling employees to leverage their strengths, act on feedback, and take charge of their development and careers through inspirational learning opportunities and leader support.
- Authentic Leadership : Leaders role-model the Global Leadership Competencies and Our Core Values by take responsibility for their actions and actively engaging, empowering and growing their teams and themselves.
- Inclusion : We build a workforce that reflects a range of backgrounds and experiences, and foster an inclusive culture where all employees feel valued, respected, and encouraged to contribute.
- Reward & Recognition : We recognize and reward employees' achievements and contributions through competitive compensation, benefits, and meaningful acknowledgment programs.
- Work Environment : We cultivate a supportive and engaging environment that unleashes the power of collaboration, drives impact and promotes well-being.

Three approaches to realize a Healthy Organization

Approach 1: Inclusion

Inclusion

One key element of our corporate culture is inclusion, which enables different perspectives, fosters innovation, and strengthens governance across our global teams. By embedding inclusion into our corporate culture and business strategy, we create an environment where all employees feel respected, valued, and empowered to contribute.

<Materiality Topics> 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 and work environment. The results are shared with management, including regional 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: Global Inclusion Promotion System

To strengthen our commitment to fostering a more inclusive and equitable workplace, Olympus globally has established the role of Chief Officer of Inclusion (COI) as a key part of our global governance structure. This role was created to provide executive-level leadership and accountability for advancing inclusion efforts across the organization.



Wenlei Yang, Chief Officer of Inclusion (COI)

Related Information

- [Human Capital and Healthy Organization](#)
- [Inclusion](#)
- [Employee Development](#)
- [Occupational Safety and Health](#)
- [Human Rights](#)

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 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?



Why Why are we taking these actions?

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.

[➤ Initiatives for Climate Change](#)

[➤ Product Stewardship](#)



What What specifically will we do?

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

- > [Management System](#)
- > [Initiatives for Climate Change](#)
- > [Product Stewardship](#)
- > [Olympus's Net-Zero Targets Approved by SBTi](#)

Corporate governance

The Future That We Envision

Earning the trust of stakeholders and society, through transparency in management and proactive information disclosure

In today's business environment, enterprises can achieve sustainable growth by continuously strengthening their internal control and risk management systems while proactively disclosing pertinent information. The Olympus Group, which operates globally and engages with diverse stakeholders across various countries and regions, identifies corporate governance as a key Focus Area among its materiality topics. Our company is committed to ensuring transparency in management, enhancing resilience and risk management, and disclosing information in an appropriate, fair, and timely manner.

Materiality Topics

Top Priority

- Corporate governance and reporting transparency

Others

- Involvement of other stakeholders

Why

Why are we taking these actions?



How

How will we achieve this?



What

What specifically will we do?



To strengthen the foundations of sustainable growth

Olympus Perspective 1: Improvement of Internal Control System and Information Disclosure

Improving information disclosure and internal control systems is at the heart of our corporate responsibilities.

A company, as a social entity, carries the responsibility of fully implementing its management philosophy. It must continuously improve the effectiveness and efficiency of its operations while continuously enhancing the reliability of its financial reporting. To gain the trust and understanding of all stakeholders, it is crucial to disclose information related to management policies, financial circumstances, and business and sustainability activities in an appropriate, fair, and timely manner.

Olympus Perspective 2: Effective Risk Management

Aligning company strategy with enterprise risk management

Recent years have seen dramatic changes in the business environment in which enterprises operate. These shifts have been compounded by an increase in risk factors that include natural disasters, rising geopolitical tensions, and cyberattacks. Therefore, to continue its business operations and promote its management strategy, it is vital that a company establishes an effective enterprise risk management (ERM) system capable of appropriately and accurately identifying, assessing, and managing various risks. Olympus is cognizant of the importance of regularly identifying risk factors—including potential and emerging risks—and continuously strengthening ERM, in order to minimize losses when risks become apparent, and to prevent risks from materializing whenever possible.



Initiatives promoting improvement of internal and management systems, and of information disclosure

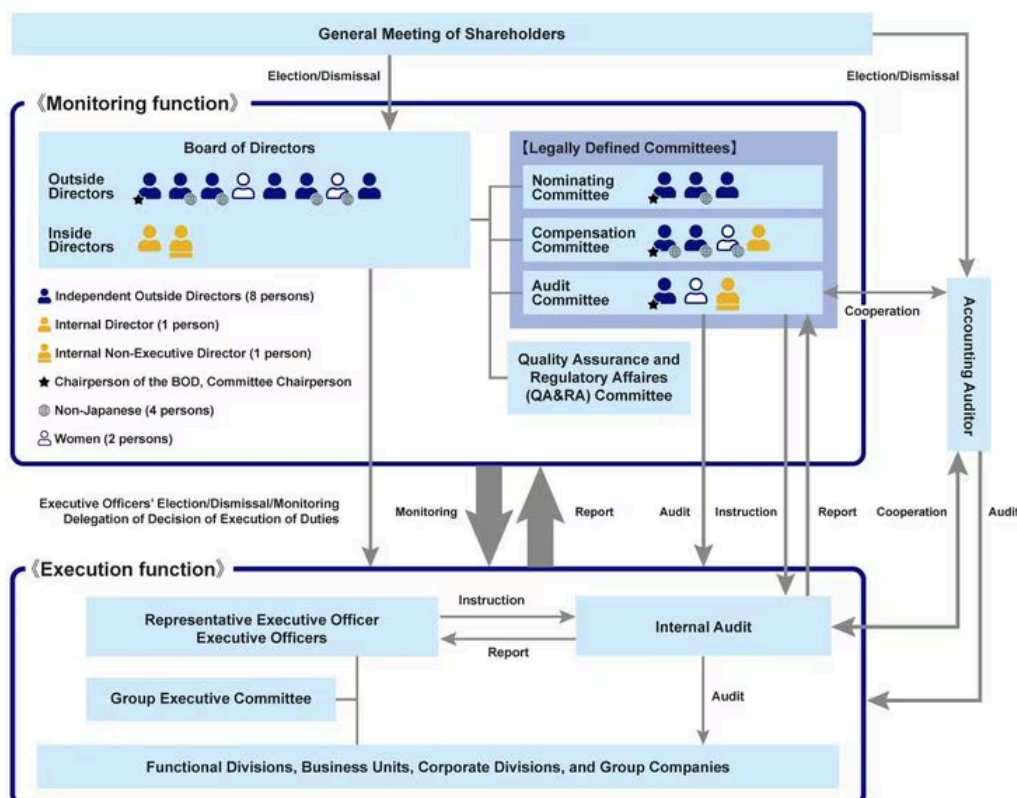
Approach 1: Strengthening Governance Structure

Creating systems to ensure soundness of management

To ensure the soundness of management, Olympus is strengthening its functions of information disclosures and monitoring. Additionally, since 2011, the company has been working to enhance its management oversight function, through the separation of management oversight and execution. Our corporate transformation plan, named “Transform Olympus” and launched in 2019, has involved Olympus transitioning in fiscal 2020 from a Company with an Audit & Supervisory Board, to a Company with a Nominating Committee, etc.

As part of our corporate governance reforms, we have increased the number of external members serving on our Board of Directors to at least half the total number of directors (as of fiscal 2017). Presently, independent external contractors comprise the majority of the Board of Directors, and since fiscal 2016 the board has been chaired by an independent external director. The Board of Directors meets at least once every three months, and as necessary, to make decisions relating to basic management policy; internal control systems; and other important matters, and to supervise the execution of duties by directors, executive officers, and other senior personnel.

〈Related Materiality Topics〉 Corporate governance and reporting transparency



Approach 2: Strengthening Risk Management

Integrated management of Risk & Controls, Compliance, Privacy, and Information Security functions

The Olympus Group promotes proactive risk management, by balancing active risk-taking to drive value creation and sustainable growth with diligent efforts to prevent incidents, minimize losses, and ensure compliance. We are also working to further strengthen our business continuity and crisis management procedures, in order to minimize impact on corporate value when risks materialize. In April 2023, the Olympus Group launched a new global organizational structure, which integrates the four functions of Risk & Controls, Compliance, Privacy, and Information Security relating to Governance, Risk, and Compliance (GRC) into a single, global GRC organization. Additionally, the group began the process of enhancing its ERM methodology. All critical functions, or units, within the group now assess their global risk portfolio based on this new methodology. Specifically, five calibrated risk categories—strategic (incl. external risks); operations and product; financial; governance; and IT and digital—are assessed according to three risk evaluation criteria: exposure; vulnerability; and velocity (how soon the company would be affected by a given risk, should it materialize). The results of these evaluations are incorporated into our business, fiscal, and corporate strategies, in pursuit of the Olympus Group's objectives. We shall continue to proactively disclose our efforts to strengthen governance, including risk management, both in our securities reports and on our homepage.

〈Related Materiality Topics〉 Corporate governance and reporting transparency

What What specifically will we do?

Initiative Example 1: Delivering Aligned Assurance

As the business environment has evolved dramatically, risks faced by companies have become both more diverse and more volatile in recent years. Accordingly, it is increasingly vital that Olympus, as a global manufacturer of optical and digital precision technology for medical devices, uses advanced risk management. In April 2023, the Olympus Group established a global Governance, Risk and Compliance(GRC) organization to manage risks in an integrated manner across the enterprise. Our head of GRC explains this organization's purpose and mission, as well as the Olympus Group's approach to risk.



> See here for more details: Impact
Action Story

Related Information

> Corporate Governance

> Risk Management System

Impact Action Stories

We will introduce various examples of sustainability initiatives (Impact Action Stories) undertaken by Olympus to Our Purpose of “Making people’s lives healthier, safer and more fulfilling,” through interviews along with employee perspectives.



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

Focus Area 1: Healthcare Access and Outcomes

April 2024



➤ Driving Elevate, our holistic remediation and quality transformation program

Focus Area 2: Compliance, Product Quality and Safety

March 2025



➤ Building a Resilient Supply Chain Through Data Utilization and Strengthened Supplier Partnerships

Focus Area 3: Responsible Supply Chain

March 2025



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

Focus Area 5: Carbon Neutral Society and Circular Economy

March 2024



➤ Delivering Aligned Assurance

Focus Area 6 : Corporate Governance

March 2025

Link

- [ESG Strategy, Materiality Topics at Olympus](#)
- [Six Focus Areas and 24 Materiality Topics](#)

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://hbcrr-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 Naded, 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



➤ **Driving Elevate, our holistic remediation and quality transformation program**

Focus Area 2: Compliance, Product Quality and Safety

March 2025



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

Focus Area 5: Carbon Neutral Society and Circular Economy

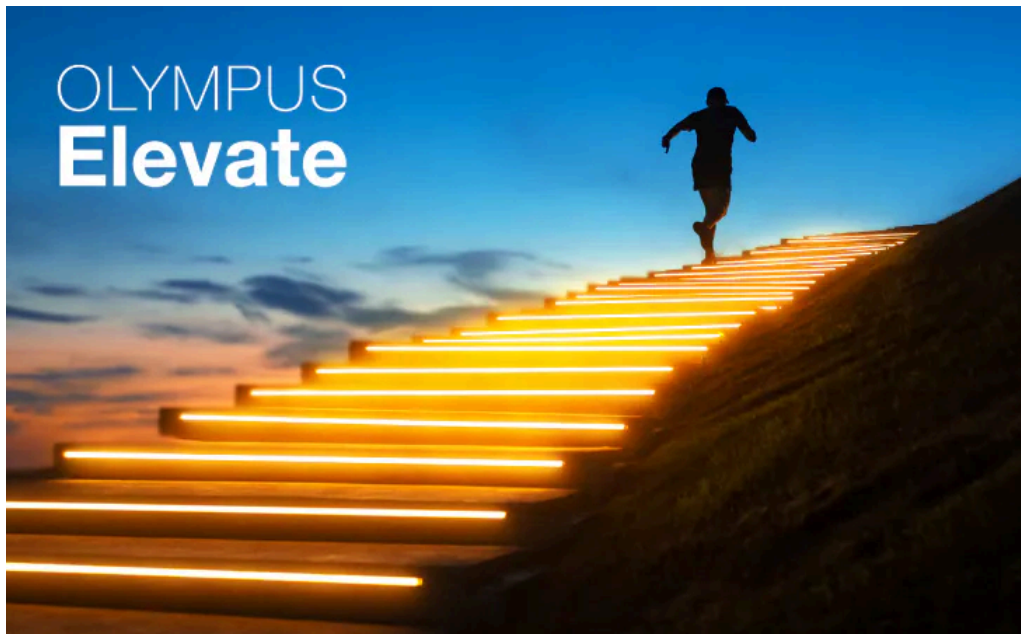
March 2024

➤ **To list of stories**

Driving *Elevate*, our holistic remediation and quality transformation program

March 2025

Focus Area 2: Compliance, Product Quality and Safety



To ensure patient safety while supporting business growth, since the beginning of the fiscal year ended March 2024 Olympus has been implementing a holistic, multi-year remediation and quality transformation program named *Elevate*. Here, the people leading the 20 workstreams that drive *Elevate* give us their thoughts on the program, and the changes achieved so far.



Shigeru Imai

Design Controls Workstream Lead

Based in Tokyo



Hitoshi Ogura

Production & Process Controls Workstream Lead

Based in Tokyo



Aimee Gogarty

Patient Safety & Quality Culture Workstream Lead
Based in the U.S.

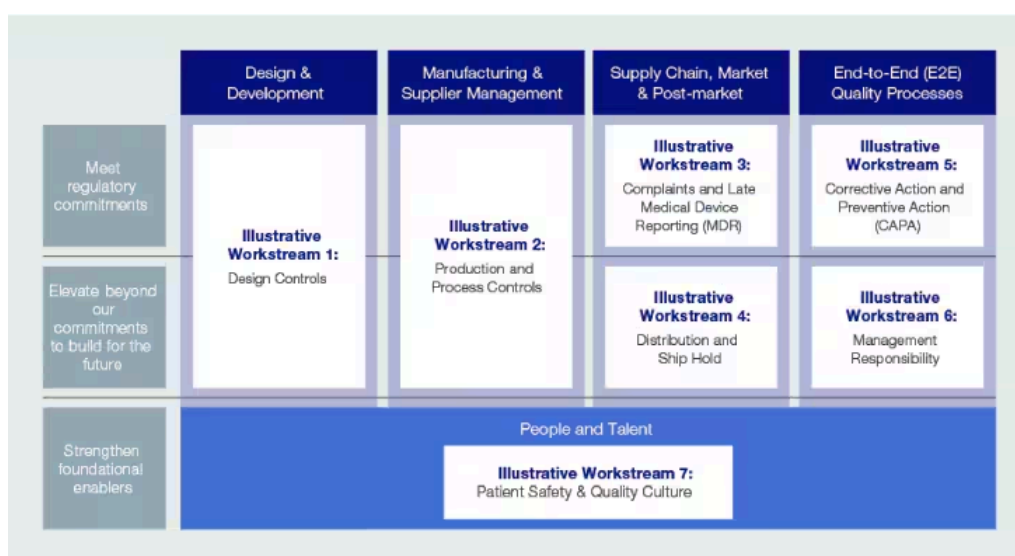


Melissa Lake

Management Responsibility, Document Controls Workstream Lead
Based in Canada

A global team executes 20 workstreams

Elevate comprises 20 workstreams, driven by a strong team selected globally from each function. The four pillars of “Design & Development,” “Manufacturing & Supplier Management,” “Supply Chain, Market & Post-Market,” and “End-to-End (E2E) Quality Processes” will drive our efforts to meet regulatory commitments and strengthen the foundation of our quality culture.



The power of *Elevate*, as told by the individuals leading it

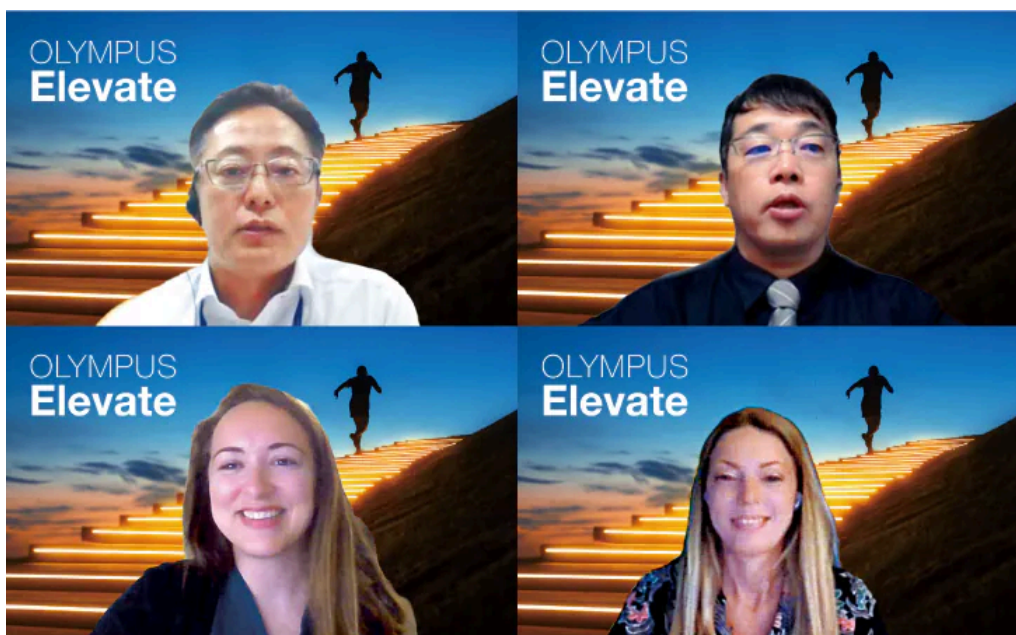
Q. What are the differences between Olympus before *Elevate*, and now that it has begun?

Imai: *Elevate* is a program that started in 2023, and within that program, we are working together with our fellow global employees on quality management system (QMS) activities. I was previously involved in R&D with new product development, including production and process management. In the past, Olympus manufacturing in Japan was a closed loop in terms of product development. That meant the culture, design innovation, and any product launches were all based on a Japanese mindset. and at the time there was a gap between what was being done globally and what was being done in Japan. However, through *Elevate* and communication with our global members, I feel like we have made great strides in closing that gap.

Ogura: I joined Olympus as an engineer, and based on my years in the company, I can see four specific differences in the *Elevate* program. First, the governance has been enhanced significantly, and priorities as well as goals are now clear and well defined. Second, because we are all aware of *Elevate*, cooperation is quite efficient. Three, global initiatives. Four, thinking about patient safety on a daily basis: this is a priority for Olympus, and *Elevate* has been able to help with this cultural transformation.

Gogarty: I have been involved in the Quality Assurance and Regulatory Affairs (QARA) Transformation initiative since I first joined the company, and I agree with Ogura's point about strengthened governance. Additionally, it is now easier to stay informed, and to escalate decisions or risks. Communication, now aligned with our new core values, has also improved as information permeates both up and down the ladder of management and also across, since collaboration between different workstreams has also improved.

Lake: I too was responsible for driving the QARA Transformation initiative. This project evolved into *Elevate*, with governance strengthened from a cross-departmental standpoint. A strong feature of *Elevate* is its ability to foster collaboration across the organization. *Elevate* does this by allowing communities to be built, and enabling communication across workstreams and communication channels. It is also very refreshing to see that prioritization of initiatives is clear. And, it is encouraging to see these successes being shared organization-wide.



Q. What are some challenges to us as a MedTech company? Are there any current initiatives to address these?

Ogura: I believe Olympus needs to enhance four different components. The first component is expertise and technology integration. As a MedTech company, in addition to our core technologies such as optical technology, we need deep knowledge of medicine and biology as well as more and more specialists collaborating on the development of medical devices. The second is regulatory affairs. Medical devices are strictly regulated, and in different ways in different countries, so we work with regulators from around the world. We need to be able to comply with these regulations in our processes. The third component is an understanding of the market and customer needs. The fourth is quality and risk management.

Imai: The development process is also a challenge, I would like to point out. For a very long time, Olympus had been using an old model of development process. We needed to improve in this area, but the challenge was that our historical processes were limited by a cultural approach that isolated function. Formerly, we would assume that as long as the standard operating procedures were followed in development, there would be no issues. In reality, the development process and our QMS need to be tightly interlinked. With *Elevate*, the development process and QMS are more interconnected, and with the introduction of more global perspectives, we are better able to identify opportunities for improvement and to deal with challenges from different angles.

Q. How has the mindset of yourself or those around you changed through *Elevate*?

Lake: One major change I have observed is the move to a more proactive communication style, with employees taking greater ownership of their projects. Employees are feeling more confident in the processes, and in their own approaches.

I aim to continually promote a culture of quality, and aspire to really drive the management review process to monitor the health of the QMS. This is a journey that will take time, I know, but enhancing and harmonizing the global quality systems remains a key aspiration of mine.

Gogarty: For me, it is important to have not just reactive tasks, but also proactive ones motivated by patient focus. I would like to see incremental improvement that is based on a quality mindset, rather than just upholding the status quo.

As we move into a different mindset, I would like to see improved collaboration across Olympus, and an improved relationship with regulatory authorities. I also hope to see us ensure a good reputation within our industry, and raise the bar so that other companies are looking to Olympus for best practices.

For a more in-depth interview, please see Integrated Report 2024.

[> *Elevate* Employees Roundtable Discussion \(PDF: 268.5KB\)](#) 

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



➤ **Building a Resilient Supply Chain Through Data Utilization and Strengthened Supplier Partnerships**

Focus Area 3: Responsible Supply Chain

March 2025



➤ **Delivering Aligned Assurance**

Focus Area 6: Corporate Governance

March 2025

➤ **To list of stories**

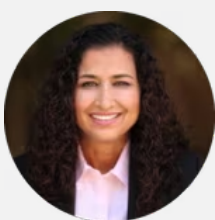
Building a Resilient Supply Chain Through Data Utilization and Strengthened Supplier Partnerships

March 2025

Focus Area 3: Responsible Supply Chain



The Olympus Group has adopted a responsible supply chain as one of its Focus Areas. Here, the head of Global Procurement Excellence & Performance shares their vision and initiatives for mitigating supply chain risk, ensuring resilience, and working with vendors to address sustainability.



Ranna Rose

Director, Global Supply Chain Risk Management

Ranna Rose is the Global Director of Supply Chain Risk at Olympus Corporation, responsible for leading ESG, BCP (Business Continuity Planning), and supplier compliance initiatives. She drives sustainable procurement strategies, ensuring suppliers meet evolving regulatory and ESG requirements through supply chain transparency. With extensive experience in the information technology and manufacturing industries, Rose specializes in multi-tier risk management, supplier engagement, and implementing ESG frameworks that enhance resilience and responsible sourcing across global supply chains.

Strengthening resilience of the supply chain, a critical foundation of business continuity

Q. What initiatives are being undertaken to reduce supply chain risks and enhance resilience?

A. We are focusing on data-driven risk management and building strong supplier relationships.

Olympus plays a vital role in the healthcare industry, and enhancing the resilience of our supply chain ensures the uninterrupted supply of medical devices to customers worldwide. In line with this, we place a strong emphasis on building a robust and sustainable network to support our global operations. One specific means of achieving this is to utilize advanced technologies—such as a global risk management tool—to visualize the entire global supply chain at multiple levels, and evaluate risks not only for direct suppliers but also for their sub-tiers.

Sources of risk, such as geopolitical issues; natural disasters; and cybersecurity threats, are monitored in real time, not only at the supplier level but also at each company and site used by that supplier. Should an incident occur, we have features such as event monitoring, which enables us to receive immediate alerts; and impact mapping, which quickly assesses how the incident's impact might ripple through our supply chain.

Q. How are your initiatives making use of such functionality?

A. Based upon data and information, we are expanding our emergency preparedness and implementing rapid response systems.

Impact mapping is a particularly important function, as it provides information on which we can base quick decisions—such as whether to initiate contingency plans, or seek alternate suppliers. Thanks to this, we are able to swiftly take appropriate action that minimizes impact. We conduct BCP (Business Continuity Planning) surveys for each of our suppliers, and directly support those needing improvement by promoting their understanding of, and assisting with, BCP enhancements (to the high standards of ISO 22301).

Additionally, we provide crisis management support during disruptions, working closely with suppliers to activate their BCPs; minimize impacts; and efficiently restore operations. The key thing is that both we and our suppliers are prepared for unforeseen circumstances, and are able to minimize the impact of these upon patient safety.

Pursuing sustainability in collaboration with suppliers

Q. What are your specific initiatives relating to sustainability (ESG: Environmental, Social, and Governance)?

A. We conduct ESG evaluations, identifying the support and collaboration needed for each supplier.

ESG questionnaires are sent to suppliers, to collect and then analyze data on their sustainability activities. Through these evaluations, which encompass energy efficiency; waste reduction; and compliance with ethical labor practices, we identify areas and opportunities for collaboration with suppliers. We adopt science-based targets, such as greenhouse gas reduction, and encourage reporting on environmental performance. In addition to new regulatory requirements, such as PFAS regulations and the EU Deforestation Directive, we are also addressing cybersecurity, including by meeting data protection standards.

This data is fed back into our ESG strategy, leading to the creation of a resilient, sustainable, and compliant supply chain that is aligned with global standards and societal goals.

Q. What do you emphasize in promoting sustainability together with suppliers?

A. We value trust and transparency in relationships with suppliers, regarding them as partners as well as simply vendors.

We take a supplier-centric approach, treating our suppliers as strategic partners rather than mere vendors. Since this is a partnership, we not only conduct assessments for suppliers, but also provide training and other support to help them comply with regulatory requirements. At the Olympus Group, our management believes in ESG, BCP, and the importance of transparency. Accordingly, they directly support and engage with our partners worldwide.

Tackling micro-level challenges from a macro perspective

Q. How do you perceive your role as head of Global Procurement Excellence & Performance?

A. It is not only about improving operational efficiency in procurement, but also about building a supply chain that is aligned with the group’s strategies and goals.

The key mission is to realize procurement that is not only operationally efficient, but that also aligns with Olympus’ strategies and objectives, including resilience, sustainability, and innovation. To that end, I recognize my focus areas as the building of a global supplier risk management program, overseeing BCP strategies, advancing ESG initiatives, and ensuring compliance with global standards and regulations.

Q. What is the key to making these initiatives successful?

A. Collaboration that values mutual understanding and respect.

Building relationships founded on trust and transparency is essential, whether with suppliers, internal teams, or regulatory authorities. In supplier partnerships, mutual understanding and cultural respect are key—we prioritize ethical collaboration that aligns with our sustainability commitments. Our success depends on working with people who share these values, making our team a critical asset. Rooted in our core values, we always keep the bigger picture in mind—recognizing that our work not only supports the company’s business objectives, but also contributes to better outcomes for patients and a more sustainable world.

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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Q. Lastly, what is your message to our stakeholders?

A. Collaboration with you all is at the heart of everything we do.

Suppliers are essential partners in fulfilling our mission—your resilience, innovation, and commitment are crucial to our success. Let’s continue to push boundaries together in areas such as enhancing sustainability and transparency, and responding to new regulations. Our task is not just simple procurement; it’s about building a resilient, ethical, and future-ready supply chain. Let’s work together to bring about meaningful change.

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



> **Promoting Elevate, our comprehensive quality transformation program**

Focus Area 2: Compliance, Product Quality and Safety

March 2025



> **Delivering Aligned Assurance**

Focus Area 6: Corporate Governance

March 2025

> **To list of stories**

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.

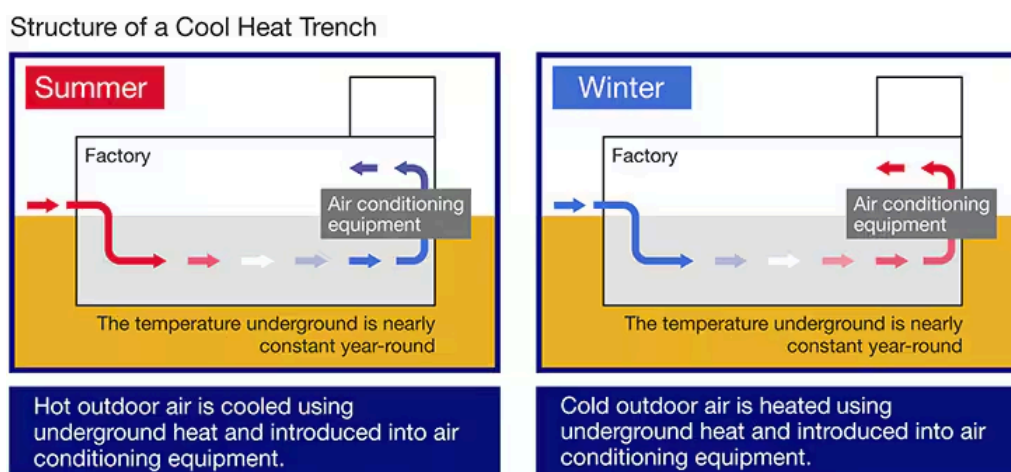
Cutting greenhouse gas emissions through both capital investment and steady day-to-day measures

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.



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



> Building a Resilient Supply Chain Through Data Utilization and Strengthened Supplier Partnerships

Focus Area 3: Responsible Supply Chain

March 2025

> To list of stories

Delivering Aligned Assurance

March 2025

Focus Area 6: Corporate Governance



As the business environment has evolved dramatically, risks faced by companies have become both more diverse and more volatile in recent years. Accordingly, it is increasingly vital that Olympus, as a global manufacturer of optical and digital precision technology for medical devices, uses advanced risk management. In April 2023, the Olympus Group established a global Governance, Risk and Compliance (GRC) organization to manage risks in an integrated manner across the enterprise. Our head of GRC explains this organization's purpose and mission, as well as the Olympus Group's approach to risk management.

Eva Gardyan-Eisenlohr

Global Chief Compliance Officer, Executive Vice President

[> Biography note](#)

Establishing the Global GRC organization and implementing integrated risk management

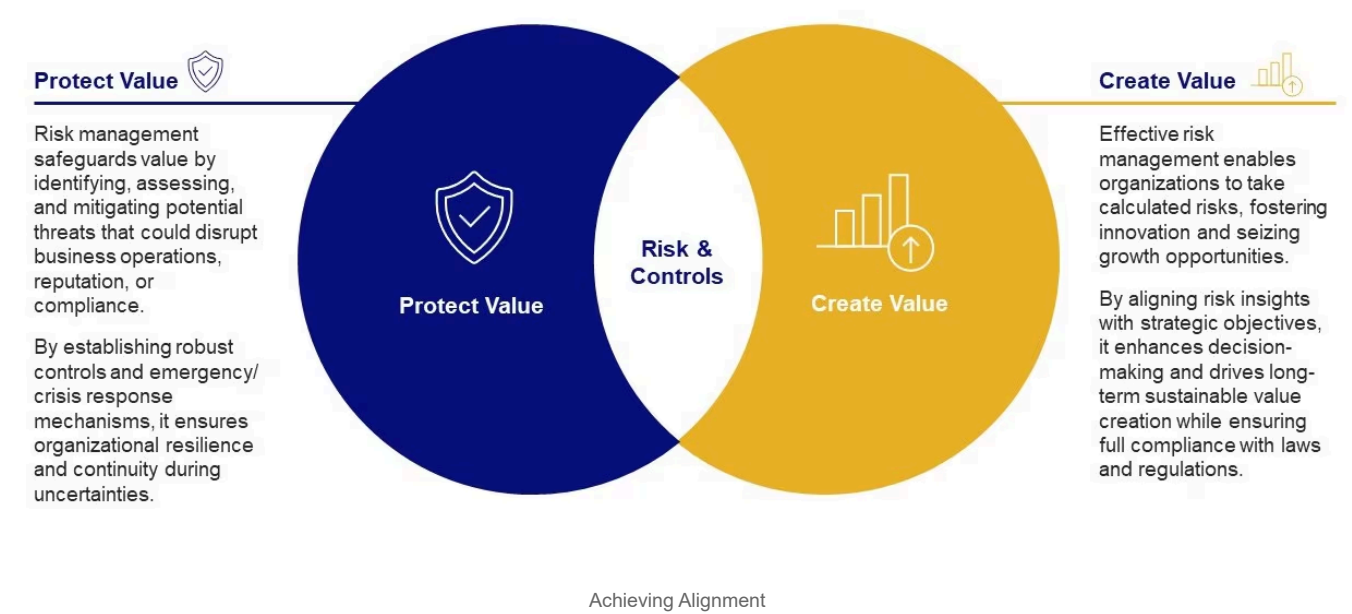
Q. Please tell us about the mission and role of the Global GRC Organization.

A. Our responsibility is to support risk owners in identifying, analyzing, evaluating, and mitigating risks, in line with the company’s business strategies.

In the past, the Olympus Group managed four risk areas—Risk & Control, Compliance, Privacy, and Information Security—with each risk area separately overseen by a dedicated department. In recent years, however, we have seen the business environment surrounding companies change dramatically, with an increase in risks such as cybersecurity attacks; natural disasters; and geopolitical tensions to just name a few. New technologies, too, are having a major impact. Therefore, to effectively and efficiently identify, assess, mitigate, and monitor the risks Olympus is exposed to—and report and discuss these with management—a comprehensive Governance, Risk & Compliance (GRC) organization has been formed.

This organization now drives management of the four above-mentioned risk areas in a more efficient fashion, to provide “Aligned Assurance”. By aligning risk management across the four risk areas, management can now make more informed and appropriate decisions that enable the success of the company. Our vision is to leverage risk management—both to protect value by safeguarding the business and achieving resilience, and to create value by enabling informed decision-making and appropriate risk taking that drives long-term sustainable value creation.

Aligned Assurance enables us to improve decision-making through a unified view of risks across the enterprise, and to enhance the effectiveness of our governance framework. This can give our stakeholders even greater confidence in how we manage risks and ensure compliance with global standards. Through our collaborative approach of “Guide, Partner, and Safeguard,” our Global GRC team enables the company to navigate today’s complexities and uncertainties with integrity, confidence, and resilience.



Q. How will Global GRC manage risks in an integrated wa

A. We are focusing on five key themes, beginning with the harmonization of risk management across different regions.

As a leading global MedTech player, Olympus is implementing five steps in order to appropriately manage risks:

Firstly, we have undertaken the standardization and harmonization of risk management methodology across all regions.

The next step is linking the risk management insights gathered by GRC to corporate strategy. This enables value creation and sustainable growth, by proactively managing risks that could hinder our strategic objectives.

Thirdly, we engage in regular communication and close collaboration with risk owners (those responsible for risk management in each department), these internal partnerships have proven to be of utmost importance.

The fourth step is to embed accountability for risk management within the organization and foster a risk-aware culture. We continue to promote the understanding for compliance and controls in daily work activities. This ensures business operations are conducted with integrity and proactive risk management.

Finally, as we apply these steps to company-wide risks, we seek to reduce the likelihood of risks materializing and their impact should they arise.

As a leading global MedTech player, Olympus aims to achieve integrated risk management through:

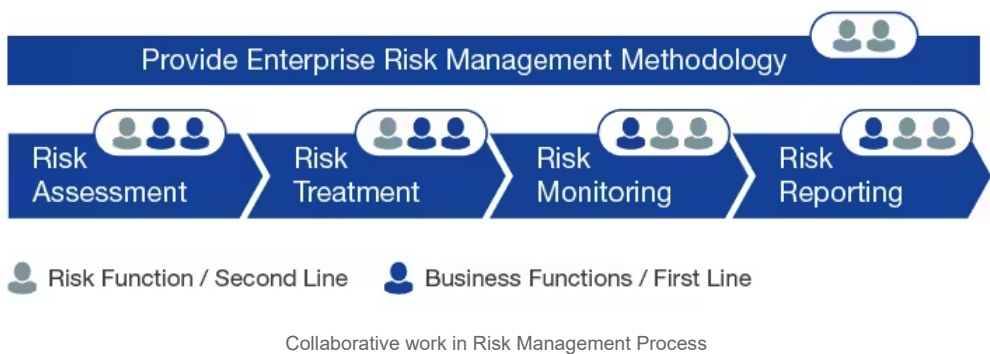
Unified Risk Framework: A common risk management framework that aligns with the organization’s strategic goals, ensuring consistency across all divisions, regions, and functions.

Integrated Risk Assessments: Coordinated risk assessments across business units and regions to identify, evaluate, and prioritize risks in a holistic manner.

Data-driven Approach: Centralized overview to capture, monitor, and analyze risks and remediation activities, enabling real-time visibility and informed decision-making. Supplemented by continuous risk intelligence from both internal and external insights.

Collaboration Across Assurance Functions: Close collaboration across the three lines of business to eliminate silos, reduce duplication, and enhance efficiency.

Continuous Monitoring and Reporting: Implement dynamic risk monitoring and standardized reporting, to provide actionable insights and ensure timely escalation of emerging risks to leadership and stakeholders.



Strengthening risk management, for the continued global supply of medical devices

Q. Tell us about the specific initiatives currently being undertaken.

A. We are simultaneously enhancing both our revised Enterprise Risk Management (ERM) framework and Business Continuity and Crisis Management processes.

An enterprise risk management framework is now in place, and we are working on both continuous improvement of this framework and further refinement of our ERM methodology. Our ERM framework provides business leaders with the tools to identify, evaluate, and manage risks in their respective areas, supplementing their expertise and sound judgement with data-driven insights. The framework provides a single common language for discussing risks, and enables informed decision-making and compliant disclosure of risks. Thanks to this, the company can make informed decisions by seizing opportunities and taking calculated risks that drive innovation and growth, while ensuring compliance and patient safety are at the core of our mission.

Additionally, we are working on strengthening our Business Continuity and Emergency & Crisis Management processes to further enhance the company's resilience. We must ensure the stable supply of our products to doctors and patients worldwide, and should any issues arise, it is crucial to recover and get back to normal as swiftly as possible.

Risk management is a constant journey of learning, experimenting, and improving. We are constantly faced with new risks, and amid these, new methods of risk management become necessary to sustain our business. Therefore, we are also paying attention to factors beyond our own company. The impact upon our business of global political and economic trends is clear, and we want to utilize our insights and perspectives on the risks that these trends may bring. Currently, we are also conducting risk analysis based on diverse types and sources of data. In risk management, too, digitalization is advancing, and we aim to undertake more appropriate risk management.

Q. Lastly, what is your message to our stakeholders?

A. Olympus is further strengthening governance, risk, and compliance, while contributing to the advancement of the company's business strategies by providing Aligned Assurance.

Olympus aims to achieve growth as a global MedTech company. When making business strategy decisions, GRC supports business growth by incorporating a risk perspective into the business decision. This allows us to address emerging risks early on, ensure business continuity, and manage crises if need be. We are committed to working with the company as a whole, to ensure the sustainable supply of our products to physicians and patients worldwide.

Biography note of Eva Gardyan-Eisenlohr

A qualified attorney and holder of master's degree in international public administration, Gardyan-Eisenlohr has gained extensive GRC experience in the life sciences industry. She previously served as Global General Counsel and Chief Privacy Officer at a global pharmaceutical company. In January 2021, she joined Olympus as Chief Compliance Officer. In April of 2023, she was in addition appointed head of our Global GRC organization.

Also recommended



➤ **Building a Resilient Supply Chain Through Data Utilization and Strengthened Supplier Partnerships**

Focus Area 3: Responsible Supply Chain

March 2025



➤ **Promoting Elevate, our comprehensive quality transformation program**

Focus Area 2: Compliance, Product Quality and Safety

March 2025



➤ **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**

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.

➤ [Olympus Group Green Procurement Standard \(PDF: 124.2KB\)](#) 

Explanation of Environmental Health and Safety Policy

The Olympus Group is promoting environmental health and safety initiatives based on the basic philosophy of "Making people's lives healthier, safer and more fulfilling" set forth in its management philosophy and Olympus Global Code of Conduct. In order to create a safe and hygienic work environment, to continuously improve our performance related to business activities in harmony with the global environment, and to contribute to corporate growth and the realization of a sustainable society, we have established the Environmental Health and Safety Policy.

1. Continual Improvement of Environmental Health and Safety Activities

We will build and maintain an environmental health safety management system and share our knowledge and know-how across the Olympus Group. Additionally, we monitor the progress of environmental, safety and health activities regularly.

2. Compliance with Laws, Regulations, and Social Norms

In order to fulfill our corporate social responsibility, we will comply not only with environmental health safety laws and regulations but also with the environmental health safety commitments we have made to employees and their families, local residents, customers, business partners and investors as well as with the norms and criteria we have set voluntarily for the realization of a sustainable society.

3. Reduction of Environmental Impact

For the realization of a sustainable society and a sound environment, we will develop the manufacturing technologies that help conserve energy and resources (production processes- and equipment-related technologies, and others), and work to reduce environmental impact at our sites through continuous energy at each site, effective use of water resources, and proper management of waste (reduction, reuse, recycling, and appropriate disposal). We will also supply the products and services with low environmental impact, considering energy saving, reduction of product weight and reduction and reuse of packaging materials. In addition, we will work with suppliers to properly manage chemical substances, reduce greenhouse gas emissions, and promote the effective use of resources in accordance with Green Procurement Standards. We also promote the procurement and utilization of paper resources in accordance with the "Guidelines for the Use and Procurement of Paper" for the sustainable use of forest resources. Toward conserving and recovering biodiversity, we will plant trees in a green space in each site, considering influence on neighborhood ones. From the perspective of corporate citizenship activities, the company will also promote nature conservation activities in forests, rivers, and oceans in cooperation with local governments, NGOs and NPOs.

4. Keeping safety and health

We will clarify the existence of health and safety risks in the workplace and their risk levels, and implement measures to eliminate risk factors and reduce risks according to the magnitude of the risk.

5. Attaching Importance to Communication

We will disclose information on our environmental impact, the impact reduction measures, the measures to improve health and safety of employees and will take actions to solve the environmental health and safety issues listening carefully to the needs and expectations of our stakeholders including employees in Olympus Group, thereby promoting mutual understanding and winning more trust from the stakeholders.

> [Green Procurement Standard](#)

> [Guidelines for the Use and Procurement of Paper](#)

Management System

- ▼ Environmental Policy
- ▼ Promotion Structure
- ▼ Long-term Targets and Measures
- ▼ Compliance with Environmental Laws and Regulations
- ▼ Communication

Environmental 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. In compliance with our Environmental Health and Safety Policy, we take steps to ensure observance of the relevant laws and regulations, as well as social norms; reduction of environmental impact as pertains to climate change, resource recycling, and preserving biodiversity; and enhanced communication on environmental issues. We also strive to continue to make improvements in these areas.

➤ [Olympus Global Code of Conduct](#)

➤ [Environmental Health and Safety Policy](#)

Promotion Structure

In the Olympus Group, the CEO is appointed as the top executive officers for the environment. Also, and the CHRO (Chief Human Resources Officer), 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. The EHS management division formulates the Environmental Health and Safety Policy, and also 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, under the direction from CHRO. In addition, environmental management divisions have been established at each business site and Group company, and the EHS management division is responsible for environmental management for the entire Group. Since FY2015, the EHS management division has created and operated an information platform for the entire Group to enable efficient gathering and sharing 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.

We acquired ISO 14001 certification at our main manufacturing, logistics, and sales sites (as of the end of FY2025, 97 of sites had acquired certification on a greenhouse gas emissions basis), and sites in Japan, China, and Vietnam have shifted to multi-site certification since FY2021. At each site, we conduct management of environmental performance, including energy use, greenhouse gas emissions, water use, and waste recycling rate using a PDCA cycle in accordance with annual policies and continuously make improvements. In addition, we objectively assess the degree of achievement of targets through monthly evaluations of performance, internal audits, and site patrols, and if any issues are identified, promptly implement remedial measures in an effort to enhance environmental performance.

Global Environmental Management Structure



Status of Acquiring ISO14001 Certification in Olympus Group (As of March 2025)

Sites			Date of certification acquisition	Multisite Certification	Site Single Certification
Japan	Olympus Corporation	Global Headquarters	March 2000	○	
		Hachioji Site Technology Development Center Utsuki	March 2000	○	
		Nagano Site (Tatsuno)	February 1998	○	
		Nagano Site (Ina)	May 2014	○	
		Shirakawa Site	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		○

Sites		Date of certification acquisition	Multisite Certification	Site Single Certification
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/Oceania	Olympus Vietnam Co.,Ltd.	April 2013	○	
	Olympus Australia Pty Ltd	August 2017		○
	Olympus New Zealand Limited	August 2017		○
China	Olympus Trading (Shanghai) Co., Ltd. GuangZhou Branch	October 2004	○	
	Olympus Trading (Shanghai) Limited	February 2012	○	

Long-term Targets and Measures

The Olympus Group is acutely aware of today's issues of environmental pollution, climate change, resource depletion, and ecosystem destruction, treating these as serious social problems. In this connection, we made the determination in May of 2021 that doing our part to achieve a carbon neutral society and the circular economy would be a primary focus of our ESG initiatives. In addition, in an ambitious goal of achieving the carbon neutral society, we have also established the following goals. The SBTi certified that these goals are consistent with the 1.5° C target level specified in the Paris Agreement (☆: Goals certified by SBTi).

Category	Goal
GHG emissions throughout the entire supply chain (Scope 1, 2, 3 ^{*1})	Achieve net zero ^{*2} carbon emissions by FY2040, with FY2020 as the base year [☆]
GHG emissions at own facilities (Scope 1, 2 ^{*1})	Achieve carbon neutrality ^{*3} by FY2031, with FY2020 as the base year (Reduce GHG emissions by 70% [☆] with FY2020 as the base year. Offset remaining GHG emissions with carbon credits)
Adopting renewable energy sources	Make the shift to 100% renewable energy sources for electricity ^{*4} used by Olympus Group facilities through FY2031
Supplier engagement	Set goals for reduction of GHG gases, based in scientific evidence, by 80% of the Olympus Group's suppliers by FY2028 [☆] (Based on emissions from purchased goods and services, capital goods, and upstream transportation and distribution)

In order to achieve these goals, the Olympus Group functions as a consolidated unit, stepping up initiatives to improve manufacturing processes, as well as to save energy and implement the shift to renewable energy sources by way of specific strategies pertaining to equipment. Furthermore, with a view to reducing environmental impact across the supply chain, the Olympus Group continuously implements measures to develop environmentally-conscious products and improve logistics efficiency. To this end, the Group sets voluntary greenhouse gas emission reduction targets in cooperation with suppliers, and support decarbonization initiatives in an effort to achieve sustainable business.

*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. Scope 3: Other, indirect emissions of 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.

*3 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.

*4 Excluding rental properties, such as sales sites.

Major Environmental Activity Results in FY2025

Action Area	Main Indexes	FY2025 Results and Implementation Items
Management systems	Improve effectiveness and efficiency of the Environmental Management System	◆ Maintained ISO 14001 certification for global major manufacturing sites (Europe, Americas, Australia) ◆ Maintained ISO 14001 multi-site certification of 6 subsidiaries in Japan and 3 subsidiaries in Asia ◆ Improved frameworks through daily inspections and internal audits at each site globally
	Continue to improve the process to comply with environmental laws and regulations	◆ Conducted environmental risk inspections and made improvements through patrols and internal audits at each site globally ◆ Conducted specialized training on pollution prevention, waste management, and chemical management at manufacturing sites around the world ◆ Inspected and improved systems and operations for complying with chemical substance regulations at all sites in Japan
Initiatives concerning climate change	Greenhouse gas emissions: ◆ FY2025: down 60% (compared to FY2020) ◆ FY2031: achieve carbon neutrality	Greenhouse gas emissions: down 62% (compared to FY2020) ◆ Improved production processes and implemented energy-saving measures to reduce CO₂ emissions ◆ Switched to fuels that produce less CO₂ emissions
	Renewable energy rate (electricity): ◆ FY2025: 85% ◆ FY2031: 100%	Renewable energy rate (electricity): 89% ◆ Installed solar power generating facilities on the rooftops of in-house facilities, procured renewable energy through long-term PPAs, * and used green power certificates, etc. * Power Purchase Agreement; an agreement for the purchase of electric power.
	FY2028: 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)	◆ Analyzed and evaluated the CO₂ impact of each supplier ◆ Conducted briefings and individual trainings for suppliers on determining and reducing CO₂ emissions ◆ Conducted corporate surveys on ESG of suppliers to determine the status of implementation of measures

Action Area	Main Indexes	FY2025 Results and Implementation Items
Initiatives concerning natural capital and waste	Waste recycling rate ◆ FY2025: 86%	Waste recycling rate: 92% ◆ encouraged recycling and conversion of waste into valuable resources through thorough sorting ◆ Reduced processing losses by improving manufacturing processes
	Improve water use efficiency ◆ FY2025: improve compared to FY2023	Water use efficiency: improved by 8% ◆ Reduced water use by conserving utility water and improving processes at each site ◆ Promoted circular use of water resources in production processes ◆ Determined water stress levels at each site and identified priority regions
	Biodiversity conservation	◆ Established Paper Use and Procurement Guidelines to ensure the sustainable use of forestry resources ◆ Performed social contribution measures tailored to regional issues such as tree planting, cleanup campaigns, and awareness raising at each site
Product stewardship	Promote initiatives for environmentally-conscious design to improve resource recycling in product and packaging lifecycles	◆ Established new product and packaging design rules globally ◆ Adopted eco-designs for packaging materials and implemented measures to digitize instruction manuals ◆ Implemented and disclosed lifecycle assessments for major products

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.

As of FY2025, we recorded three violations of environmental laws and regulations. In all three cases, we promptly reported the issue to the governmental authorities, and carried out appropriate strategies to address the causes of these violations. Furthermore, no fines or other penalties have been imposed.

➤ [ESG Data](#)

Communication

Green Procurement

At Olympus, with a view to making progress on creating products that pose a lower environmental impact, and to do our part to achieve a more sustainable society, we have established the Olympus Group Green Procurement Standard. In accordance with the Standard, we ask that all of our suppliers adopt the Olympus Group's approach to environmental activities, and strive to make progress on these initiatives.

In addition, through the corporate survey that we conduct 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

➤ [Green Procurement](#)

➤ [Initiatives for Climate Change_External \(Scope 3\) Results](#)

Environmental Education and Awareness Activities

The Olympus Group promotes environmental initiatives with the participation of all employees in accordance with its Environmental Health and Safety Policy. We recognize that raising the environmental awareness of employees is essential for achieving this, and we continuously conduct awareness-raising measures through environmental education and conservation activities.

In FY2025, we conducted an environmental e-learning program for Group employees in conjunction with World Environment Day in June. This program provided information on social trends and examples of internal and external initiatives related to environmental issues, such as climate change, resource circulation, and biodiversity conservation, promoting greater environmental awareness among employees.

At each site globally, we also conducted various specialized training programs with the objective of improving and effectively operating our environmental management systems, including environmental specialist training and compliance with environmental laws and regulations, tailored to local conditions.

Major Environmental Education Programs (FY2025)

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) ◆ Japan: 110 participants ◆ Americas: 17 participants ◆ China/Asia and Oceania regions: 89 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) ◆ Japan: 9,942 participants (environmental e-learning texts were distributed and are used in the Americas, Europe, and China/Asia and Oceania regions) General environmental education for employees ◆ Japan (implemented at manufacturing and sales sites): 1,229 participants ◆ Americas: 660 participants China/Asia and Oceania regions (implemented at manufacturing sites): 1,622 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.) ◆ Japan: 4 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) ◆ Japan: 5 participants ◆ Americas, Europe, and China/Asia and Oceania regions: Implemented at manufacturing sites

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.

➤ [Introduction of Olympus Corporate Citizenship Activities \(until FY2021\)](#)

Initiatives for Climate Change

▼ Basic Approach ▼ Environmental Goals and Progress ▼ External (Scope 3) Results

Basic Approach

Since establishing the Olympus Group Environmental Charter (currently the Environmental Health and Safety Policy) in 1992, the Olympus Group has committed itself to the reduction of its environment impact throughout product lifecycles, including promoting energy conservation activities and the introduction of renewable energy at its sites, the development of environmentally-conscious products, and the implementation of green procurement in collaboration with suppliers. In recent years, the intensification of natural disasters and depletion of resources caused by climate change and the issue with marine plastics has become increasingly serious, posing the dual risk of threatening the entire global environment and directly impacting the sustainability of corporations. Recognizing these challenges as an opportunity for growth as well as operating risk, under the banner of contributing to the achievement of “Carbon Neutral Society and Circular Economy” as a focus area under its ESG strategy, we are promoting initiatives aimed at realizing such a society and economy.

Moreover, in our environmental initiatives, we support the recommendations of the TCFD (Task Force on Climate-Related Financial Disclosures), and conduct disclosures concerning our governance system, the identification of risks and opportunities, our risk management system, and associated targets.

Related sites

➤ [Information Disclosure Based on TCFD](#)

➤ [2024 CDP Corporate Questionnaire \(PDF: 2.2MB\)](#)

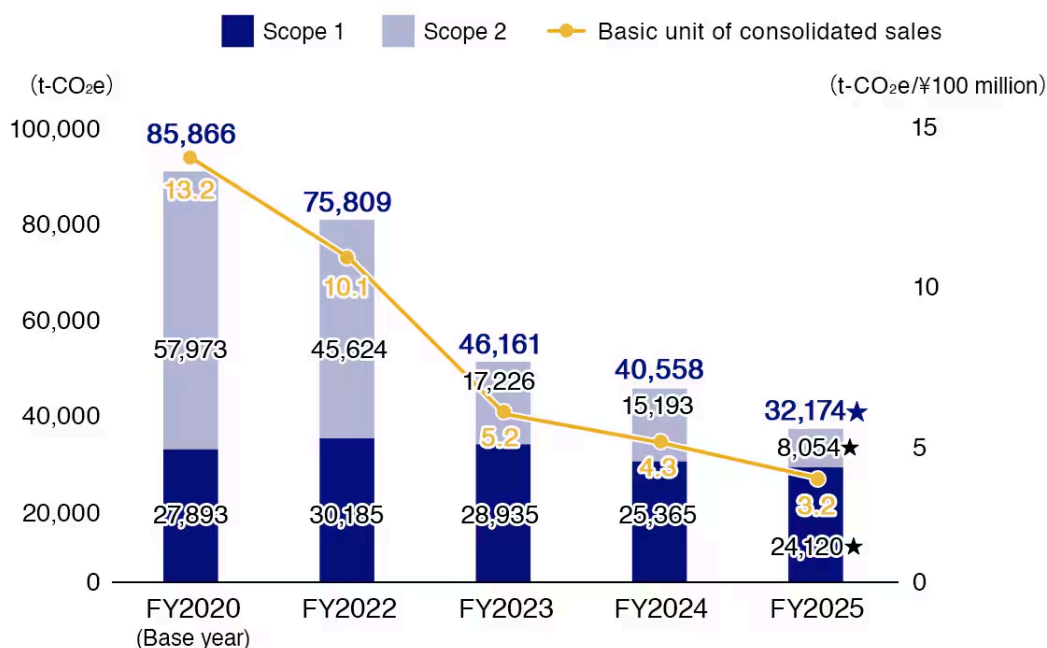
Environmental Goals and Progress

Internal (Scope 1, 2) Results

Indexes	FY2025		FY2026
	Targets	Results	Targets
Greenhouse gas emissions (Scope1, 2)	-60% (Compared to FY2020)	-62% * (Compared to FY2020)	-65% (Compared to FY2020)
Renewable energy rate	85%	89%	90%

* Comes to -70% (compared to FY2020) when emissions reduced through offsetting using carbon offset gas are included.

<Changes in Scope 1 and 2 Emissions>



The Olympus Group set a target of achieving carbon neutrality for greenhouse gas emissions from its site operations (Scope 1 and 2) by FY2031. With a view to this target, we are continuing to engage in the ongoing implementation of manufacturing improvement activities and the introduction of energy-saving equipment as well as routine energy conservation activities in the form of shutting off lights and properly controlling the temperature of air conditioning. Furthermore, we are bolstering our organizational initiatives, including appointing energy-saving experts and establishing a system to promote energy conservation at sites where energy consumption is high. In addition, by also promoting the active introduction of renewable energy and the utilization of environmentally conscious cars in its business activities, we are endeavoring to further reduce greenhouse gas emissions.

In FY2025, continual improvements in manufacturing, energy-saving measures, the updating of company-owned 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 FY2025 were reduced by 62% compared to FY2020 (55% reduction in FY2024), the renewable energy use rate vis-à-vis the total electric power consumption increased substantially to 89% (78% in FY2024).

For our main initiatives in this regard, in the Americas, we shifted the power used at the Westborough site of Olympus Surgical Technologies America (Gyrus ACMI, Inc.) and the Center Valley and Breinigsville sites of Olympus Corporation of the Americas to power derived from 100% renewable energy. At sites in Japan, while we had already been making the transition to 100% renewable energy through power retail supply contracts, starting in April 2025, we commenced the supply of renewable energy through an offsite corporate PPA service at our Global Headquarters, Aomori Olympus, Aizu Olympus, and Shirakawa Olympus with a view to expanding renewable energy across society at large.

Moreover, we are also moving forward with initiatives to make the gas used at our various sites carbon neutral. We have completed the switchover of all quantities of gas used at those sites, including city gas and LPG, to carbon offset gas. We commenced the introduction of carbon offset gas at our Global Headquarters in April 2021 and at the Shirakawa site in October 2023. Furthermore, we completed the introduction of carbon offset gas at Aizu Olympus and Olympus Medical Systems (Hinode Plant) as well as at Olympus UK & Ireland and Algram Group Ltd. in Europe this fiscal year (which contributed to approx. 6,400t in CO₂ reductions through switching to carbon offset gas), and did the same at Aomori Olympus in April 2025.

In FY2025 as well, we continue to promote manufacturing process improvements and energy conservation measures while simultaneously accelerating initiatives aimed at reducing greenhouse gas emissions, including gradually switching all power consumed at Olympus sites to renewable energy.

Topics: Environmental consciousness at buildings (Nagano site)

At our Nagano site in Japan, we took the opportunity posed by the construction of a new building to introduce environmentally-conscious equipment. For example, in addition to installing a solar power generation system on the roof, we changed the fuel used in air conditioning apparatus from gas to electricity. We also make daily energy reductions through meticulous management conducted with power monitoring and control air conditioning apparatus using multiple sensors in order to promote energy-saving in clean rooms. Alongside these energy conservation measures, for power consumed at the Nagano site, we also continue to enter contracts to receive the supply of power derived from 100% renewable energy.



Topics: Fully meeting renewable energy targets (Vietnam site)

Having installed solar power generation panels on the roof of its plant in July 2024, Olympus Vietnam Co., Ltd. (OVNC) commenced the introduction of renewable energy through an onsite corporate PPA service.* In addition to this, the company made use of I-REC, an international renewable energy certificate, to shift the power it consumes at the Vietnam site to 100% renewable energy. In doing so, OVNC is planning to contribute to roughly 4,800t in CO₂ emission reductions, amounting to approx. 10% of total emissions across the Olympus Group.

* For this particular project, a Joint Crediting Mechanism (JCM) between Japan and Vietnam is utilized.



Topics: Commenced introduction of offsite corporate PPA service through main manufacturing subsidiaries in Japan

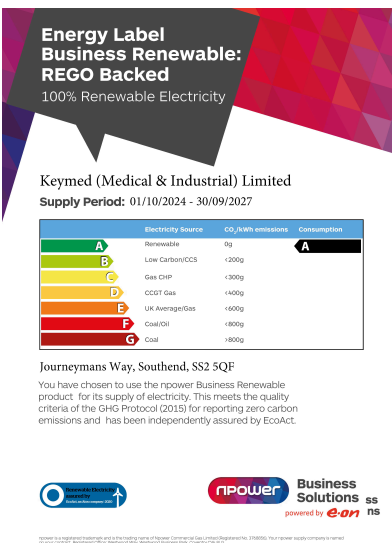
In April 2025, Aomori Olympus, Aizu Olympus, and Shirakawa Olympus, which constitute the Olympus Group’s main manufacturing subsidiaries in Japan, introduced an offsite corporate PPA service to procure power derived from renewable energy from offsite sources. While we have already made the transition to 100% renewable energy through power retail supply contracts for power consumed at our main manufacturing sites in Japan, we also introduced renewable energy through this service at our main manufacturing sites in the Tohoku region (Aomori, Aizu, and Shirakawa) in order to expand renewable energy across society as a whole.

> News release (Only in Japanese)

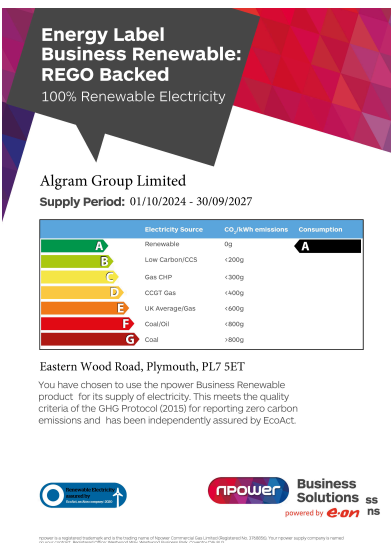
Green Energy Certificates



Olympus Europa SE & Co. KG (Germany)



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



Algram Group Ltd. (UK)



Olympus Medical Products Portugal, Unipessoal LDA (Portugal)

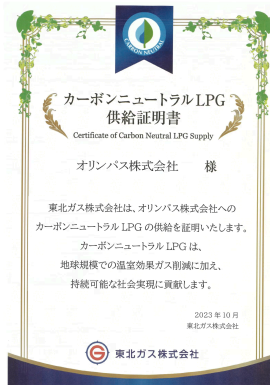


Olympus Surgical Technologies America: Redmond (Gyrus ACMI, Inc.) (USA)

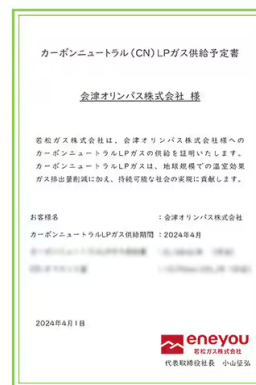


Olympus Vietnam Co., Ltd. (Vietnam)

Logo for the Carbon Neutral LNG



Shirakawa Olympus



Aizu Olympus



KeyMed (Medical & Industrial Equipment) Ltd. (英国)
Algram Group Ltd. (英国)

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 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 and to undertake initiatives for continuous reductions of emissions. We also check the status of initiatives to ascertain, set targets for, and reduce greenhouse gas emissions of these suppliers through a web-based company survey on ESG.

These efforts have been recognized, and we have been selected as a “CDP 2024 Supplier Engagement Leader,” the highest rating in the “Supplier Engagement Rating (SER)” conducted by CDP*, an international non-profit organization.

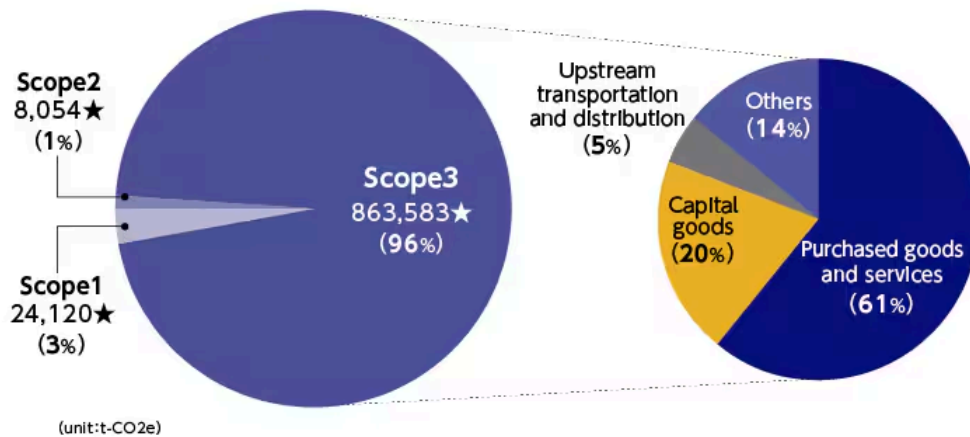
As shown in the graph, Scope 3 greenhouse gas emissions account for 90% or more of all Olympus Group supply chain greenhouse gas emissions (Scope 1, 2, and 3). Among Scope 3 emissions, the percentages of upstream greenhouse emissions from purchased goods and services (category 1), capital goods (category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

As such, with a view to achieving the long-term target of net-zero greenhouse gas emissions by 2040, we have set forth “80% of our suppliers achieving science-based greenhouse gas reduction targets (targets whose basis is emissions from purchased goods and services, capital goods, and upstream transportation and distribution) by FY2028” as a short-term target for Scope 3 alone, and are commencing initiatives geared towards reductions of greenhouse gases, in cooperation with our suppliers.

In FY2025, we collaborated with suppliers to bolster initiatives aimed at achieving carbon neutrality with respect to “purchased goods and services,” which account for a large percentage of the Group’s Scope 3 emissions. Specifically, to help our main suppliers ascertain their greenhouse gas emissions and set reduction targets, in addition to holding briefings, we individually handled corporations that requested separate consultations, and endeavored to promote understanding through careful explanations and the sharing of information. As a result of such initiatives, as of 2025, suppliers that accounted for roughly 30% of Scope 3 emissions obtained Science Based Targets (SBTs) certification, and started taking action aimed at their adopted science-based greenhouse gas reduction targets. Going forward, as we further deepen our partnerships with suppliers, we will continue to promote carbon neutrality across the entirety of our supply chain.

* 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)



★ Indexes certified by external assurance.

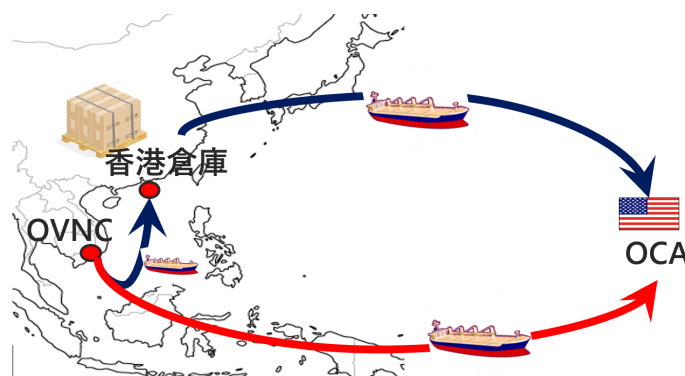
◆ Purchased goods and services (category 1)

We held briefings and streamed video aimed at grasping greenhouse gases and reducing greenhouse gas emissions for 188 suppliers (conducted a total of three times: in January and August 2024 and in January 2025). At these briefings, we deepened each supplier's understanding by explaining to them the importance of reducing greenhouse gases, ways to calculate emissions, and methods of setting Science Based Targets (SBTs). Additionally, for our 35 main suppliers in Japan, we held individual briefings where we fielded their questions and gave them practical advice in accordance with the situation at each corporation.

Furthermore, for all our suppliers, we are working to ascertain the status of actions and improvements by each supplier by surveying the status of their environmental initiatives, including their grasp of greenhouse gas emissions, target-setting, water resource management, and waste reduction. Through this survey, we have managed to obtain responses from over roughly 60% of those suppliers (on a transaction value basis).

◆ 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 greenhouse gas 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).



Product Stewardship

- ▼ Basic Approach
- ▼ Environmental considerations for products and packaging
- ▼ Life Cycle Assessments of Existing Products
- ▼ Approaches to plastics

Basic Approach

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 FY2025, Olympus newly established the Eco-friendly Product and Packaging Design Guidelines. We recognize that expediting our initiatives to improve “Product Sustainability” is one of the materiality topics in maintaining our leadership in the global MedTech industry. For this reason, we are 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 as environment, society, and governance (ESG) initiatives in our company strategy announced in May 2023.



Environmental considerations for products and packaging

In FY2025, we undertook the following initiatives, mainly in the areas of “Product Design,” “Packaging Design,” and “e-IFU.”

Product Design

We have established global guidelines titled “Eco-friendly Product and Packaging Design” for the specific implementation of the eco-design of products. These guidelines include a list of eco-design items that should be considered in the design of sustainable products. We have conducted e-learning for all relevant personnel worldwide to ensure that these guidelines are appropriately implemented.

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.

Commitment to Sustainable Materials

Olympus has begun a collaboration with DuPont to use their product Tyvek® with Renewable Attribution, which has renewable attributes, in the sterilization packs and other components of our single-use products. Tyvek® with Renewable Attribution is a mass-balanced product that uses renewable raw materials to replace fossil fuel-based materials in the polymer supply chain, ensuring the same durability, safety, and performance as conventional products. The supply of renewable raw materials used in Tyvek® with Renewable Attribution is carefully tracked through the ISCC certification process by the mass balance method, which certifies that renewable raw materials were used. By adopting Tyvek® with Renewable Attribution, Olympus is taking an important step toward minimizing its fossil resource use and carbon footprint.

Management of Chemical Substances Contained in Products: PFAS

Olympus is conducting surveys on the usage status of per-and polyfluoroalkyl substances (PFAS) and is considering countermeasures. We do not currently use any PFAS subject to regulation in our products.

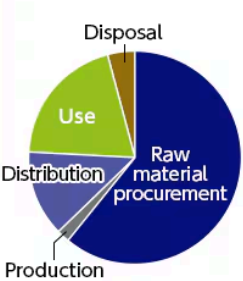
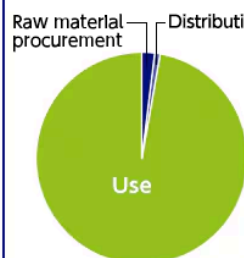
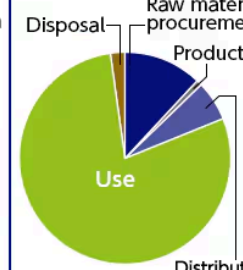
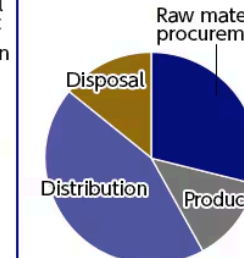
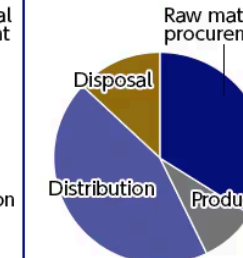
e-IFU

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.

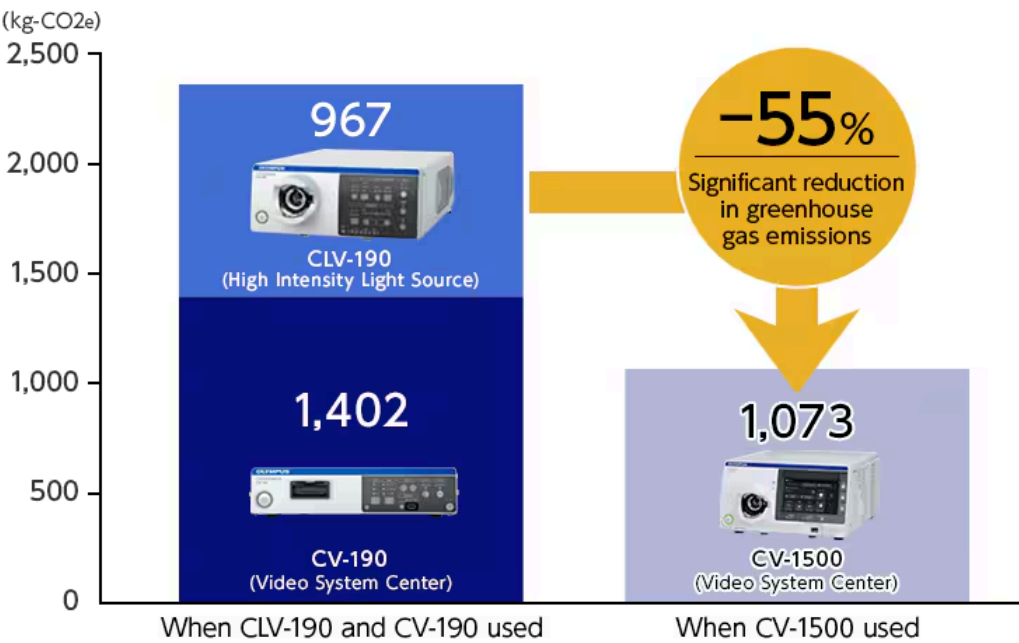
In FY2024, we conducted case studies for five major product models at Olympus to quantitatively assess their greenhouse gas (GHG) emissions over the entire lifecycle of these products (carbon footprint: CFP). This provided us with many insights toward more effectively designing for environmental consciousness going forward, with the stages at which impacts occurred and the magnitudes of these impacts differing according to the product category. In FY2026, we are planning to expand the scope of products subject to GHG emissions assessments.

CV-1500 Video System Center	GIF-1100 Gastrointestinal Videoscope	OER-6 Endoscope Reprocessor	HX-202 Single Use Repositionable Clip	TB-0545FC THUNDERBEAT, Front-actuated Grip
				
				
1,073kgCO2e	2,138kgCO2e	11,258kgCO2e	1.3kgCO2e	9.4kgCO2e

* 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 the future, 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.



Approaches to plastics

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 for Natural Capital and Waste

- ✓ Basic Approach
- ✓ Effective use of water resources
- ✓ Proper management and reduction of waste
- ✓ Chemical substance management

Basic Approach

In recent years, it has been pointed out that the loss of biodiversity and the degradation of natural capital could have grave impacts on the global environment, society, and economic activities. Against this backdrop, it has become increasingly important to achieve an accurate understanding of the impacts of corporate activities on natural capital and to manage and disclose this information in a sustainable manner.

The Olympus Group recognizes that biodiversity is an indispensable element in the soundness of the global environment as well as in the richness of our lives and has remained continually engaged in initiatives to conserve biodiversity. These include management of water use and wastewater at each site as well as the maintenance of green spaces and community cleanup, forest conservation, and tree-planting activities. In addition, the Group regards the reduction and appropriate management of waste as important initiatives, and thus promotes resource recycling and appropriate processing of hazardous substances while striving to reduce impacts on the natural environment.

Based on such developments of recent years, 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} The Olympus Group has adopted the LEAP approach^{*3} recommended by the TNFD for the achievement of a high degree of balance and compatibility between the conservation of natural capital and sustainable business activities, and begun analyzing and evaluating risks and opportunities related to natural capital (the land, sea, freshwater, and air).

^{*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} An integrated approach which comprises the four steps of "Locate," "Evaluate," "Assess," and "Prepare," to evaluate nature-related issues such as interfaces with, dependencies on, and impacts on nature, as well as nature-related risks and opportunities.

Related sites

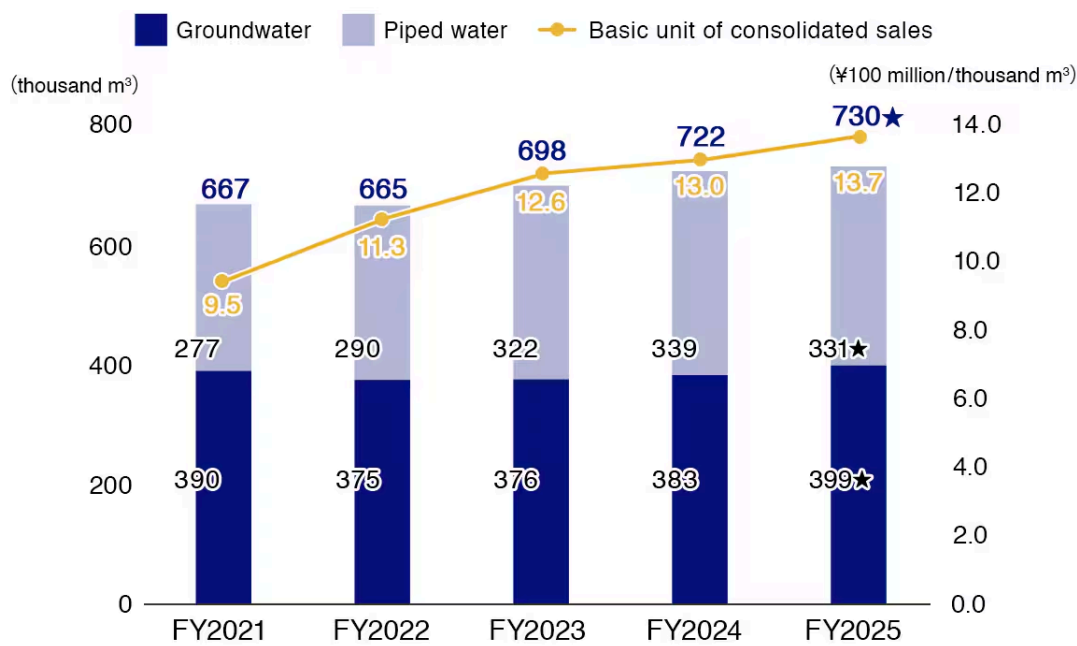
- [Information disclosure based on the Taskforce on Nature-related Financial Disclosures \(TNFD\)](#)
- [Guidelines for the Use and Procurement of Paper](#)
- [Introduction of Olympus Corporate Citizenship Activities \(until FY2021\)](#)

Effective use of water resources

Water Use/Wastewater Results



Changes in water consumption



The Olympus Group uses water mainly in production processes, such as for cleaning components and cooling, as well as in its employee cafeterias. Each site implements thorough management of wastewater quality by establishing more stringent standards than the legal requirements in each region. At the same time, we promote initiatives to reduce water usage and discharge volumes, by setting targets for water use efficiency and implementing measures such as those to improve water usage processes, prevent leakages during equipment inspections, and secondary use of water. Through these initiatives we have achieved an 8% improvement in water use efficiency in FY2025 compared to FY2024.

As a major initiative, Aizu Olympus in Japan is furthering efforts to reduce water use by improving manufacturing processes, including cutting down on cleaning processes through the use of solderless technology and optimizing flow volumes for water used for cleaning. Global Headquarters have adopted a rainwater storage and reuse system, to optimize water usage and promote resource recycling and reduced water consumption by utilizing this water for the irrigation of garden spaces. In addition, we have implemented environmental e-learning as part of awareness-raising efforts aimed at all employees, to convey the importance of conserving water resources and inform and educate on specific water-saving practices for water usage both in domestic settings and in manufacturing and thereby encourage individual awareness and actions. Furthermore, we are actively engaged in initiatives in collaboration with local communities for the conservation of regional water resources through activities such as river cleanup efforts.

In FY2026, we will aim to further improve water use efficiency by promoting initiatives to conserve water through reuse, in addition to improving our facilities and manufacturing processes.

Topics : Establishment of an Advanced Water Treatment Plant

Olympus Medical Products Portugal, Unipessoal LDA has introduced equipment for the advanced treatment of wastewater from manufacturing processes, and is promoting initiatives for the reuse of the treated water for landscaping on their premises.

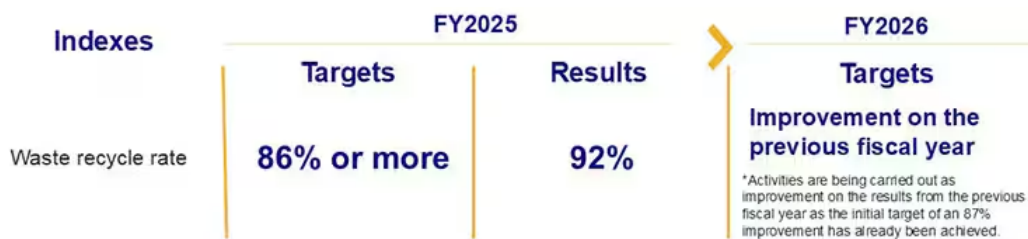
URL : <https://www.olympus.co.uk/company/en/about-olympus/social-responsibility/environment/>

Related sites

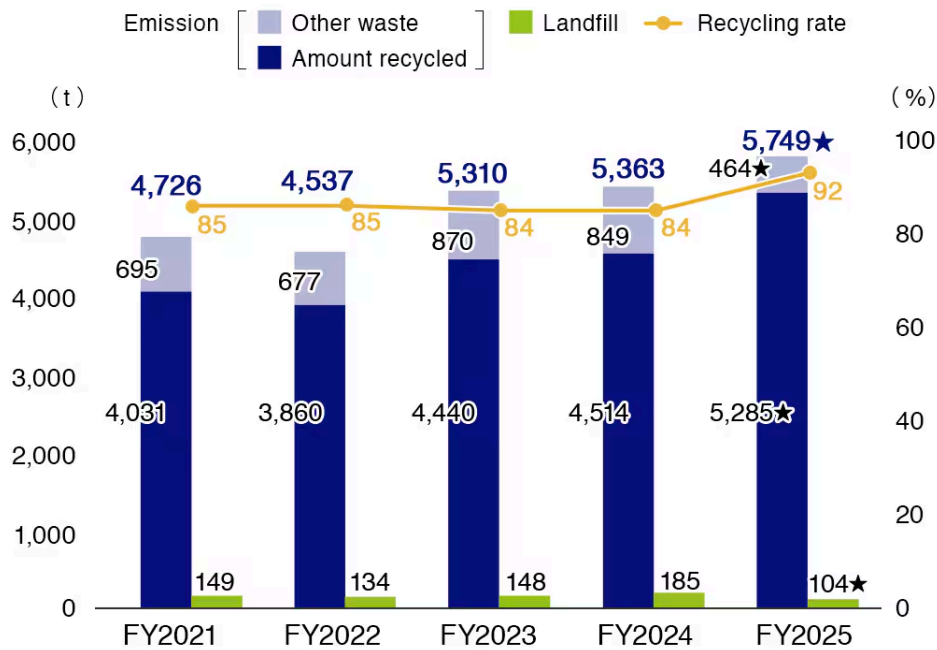
> [Water consumption / Waste water \(Environmental Data\)\(Excel: 57KB\)](#)

Proper management and reduction of waste

Waste Emissions Results



Waste emissions and landfill volumes



The Olympus Group undertakes initiatives to reduce processing loss through improvements to manufacturing processes as well as those for the efficient use of resources, including mitigating the amount of waste generated thorough separation of discharged waste, extract valuable materials, and promote recycling. In FY2025, the waste recycling rate was 92%, an improvement on the previous fiscal year.

As a major initiative, Aizu Olympus in Japan has promoted the recovery of value materials from waste cooking oils, recycling of used work clothes, and reducing material waste through improvements to product manufacturing processes. Olympus Surgical Technologies America Inc. in the United States, has promoted the recycling of personal protective equipment (PPE) waste used in medical settings at its Bartlett site. The company has also joined the Tennessee Recycling Coalition,^{*} with the aim of exploring new recycling methods and developing and expanding the scope of the reuse and recycling market and is currently engaged in other considerations toward the reduction of waste volumes. At its Westborough site, the company has implemented recycling of machine oils and metals. Olympus KeyMed has switched from landfill disposal to recycling by establishing dedicated collection boxes for food waste to promote sorting.

In addition, 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 at a frequency of once every three years, to safeguard against illegal or improper disposal by such contractors, and thereby confirm that appropriate outsourced waste processing and disposal is being carried out.

In response to hazardous waste, we are promoting measures such as a changeover to the use of less hazardous materials and to recycling. Despite an increase in the volume of our activities in FY2025, we succeeded in keeping the amount of hazardous waste generated at an approximately equivalent level to that generated in FY2024.

In FY2026, we will continue to promote recycling initiatives by diversifying resource recovery methods and enhancing measures to reduce waste generation.

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

Topics : Recycling Sterilized Water

switched from this treatment method to chemical treatment, introducing technology to separate such discharge water into purified water and chemicals. This has enabled the recycling of separated chemicals and thereby facilitated an improved recycling rate.



Topics : Promotion of Waste Separation and Composting

Olympus Surgical Technologies America Inc. recovers resources from approximately 15 tons of food waste, which was previously incinerated, from its cafeteria each year, by separating and composting this waste.



Related sites

- [Waste emissions/Landfill \(Environmental Data\)\(Excel: 57KB\)](#) 
- [Hazardous waste discharged \(Environmental Data\)\(Excel: 57KB\)](#) 

Chemical substance management

Proper Management of Chemical Substances

The Olympus Group strictly complies with laws and regulations relating to chemical substances in Japan and overseas. We restrict the use of hazardous substances in our products and manufacturing processes to provide safe and reliable products based on legislation such as the REACH Regulation and the RoHS Directive. We are also undertaking initiatives to reduce the use of hazardous chemicals in our products and manufacturing processes with the aim of reducing the environmental impact of chemical substances. We are contributing to the realization of a sustainable society by promoting the introduction of alternative materials and technologies. We consider the safety and health of employees who handle chemical substances at manufacturing and research and development sites as its highest priority, and therefore promote the creation of safe workplaces by regularly holding safety education and training, providing appropriate protective equipment, and improving working environments. We furthermore conduct emergency drills premised on minimizing damage in the event of a chemical leak or spill while maintaining appropriate management conditions for chemical substances by means of inspection and patrol activities.

In Japan, we undertake initiatives for appropriate management and reduction of discharges of substances subject to the PRTR Law, as well as for volatile organic compounds (VOCs), and other chemical substances in order to minimize the impacts from the use of chemical substances on people and the environment. We conduct environmental impact and chemical substance risk assessments prior to the introduction of any new chemical substances and undertake measures to substitute these with safer chemical substances or those to reduce risks in workplaces at which chemical substances are used.

Topics : Promotion of Advanced Companywide Chemical Substance Management (Enhancement of systems through the introduction of an integrated system)

In Japan, chemical substances have to date been managed using different information management platforms at each site. However, we are now improving the accuracy and efficiency of information management through the introduction of a Company-wide, integrated IT system. This initiative is furthering the establishment of a more reliable compliance system for chemical substances.

Topics : Emergency Drills for Chemical Leaks

We conduct emergency response drills premised on hazardous chemical leaks at manufacturing and development sites of the Olympus Group. Such drills are used to facilitate knowledge acquisition on emergency response procedures and regularly confirm the status of emergency response equipment and protective gear to thereby ensure that we are prepared in the event of any emergency.



Emissions and Movements of PRTR Class 1-Designated Chemical Substances

	FY2021	FY2022	FY2023	FY2024	FY2025
Emissions and Movements of PRTR Class 1-Designated Chemical Substances	13	12	10	10	12

* Scope: Manufacturing and development sites in Japan

Volatile Organic Compound (VOC) Emissions

	FY2021	FY2022	FY2023	FY2024	FY2025
Volatile Organic Compound (VOC) Emissions (t)	39	41	45	47	36

* Scope: Manufacturing and development sites in Japan

Information disclosure based on the Taskforce on Nature-related Financial Disclosures (TNFD)

Based on its EHS policy, the Olympus Group actively promotes management of water utilization and wastewater as well as maintenance of green spaces at each of its business sites, in addition to cleanup, forest conservation, and tree planting activities in the vicinity of sites, as part of its biodiversity conservation activities.

In recent years, it has been pointed out that the deterioration of natural capital, including the land, sea, freshwater environments, and atmosphere that encompass biodiversity, has potentially grave impacts on the environment, society, and economic activities, with the importance of promoting the conservation of natural capital becoming even greater. Moreover, methods for confirmation of dependencies and impact on natural capital as well as methods for assessment of the risks and opportunities in business have become established. These methods include the Locate, Evaluate, Assess, and Prepare (LEAP^{*1}) approach as outlined in the Taskforce on Nature-related Financial Disclosures (TNFD^{*2}) disclosure framework, and have enabled more scientific assessments and measures to be implemented. To the background of these developments, the Olympus Group has begun to conduct assessments in accordance with the LEAP approach to facilitate the promotion of more appropriate measures for natural capital in our business activities. In FY2025, we investigated and conducted assessments of the “Locate” and “Evaluate” stages of the LEAP approach, targeting major manufacturing and development sites. Going forward, we will endeavor to identify measures through further analysis and to enhance information disclosure.

^{*1} An integrated approach developed by the TNFD for assessing issues pertaining to nature, such as interfaces with and dependencies on and impacts of nature, as well as nature-related risks and opportunities

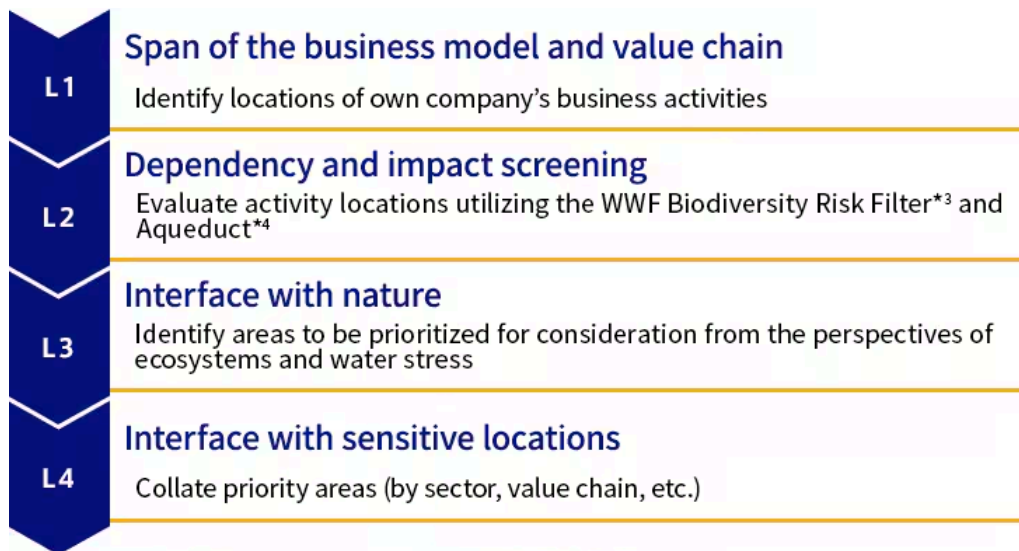
^{*2} An international organization that develops frameworks for appropriately assessing and disclosing risks and opportunities relating to natural capital and biodiversity in corporate activities. (Source: Ministry of the Environment)



Locate: Locate the Interface with Nature

Business activities have direct and indirect relationships with natural capital, such as water resources, soil, and the ecosystems present in the regions and sites where operations are implemented. For this reason, it is vital to first accurately identify the interfaces between business activities and natural capital, and then clearly collate the areas requiring priority responses to facilitate the sustainable utilization and conservation of natural capital.

At the Locate phase, we identified priority areas and sites based on factors such as ecosystems and water stress.

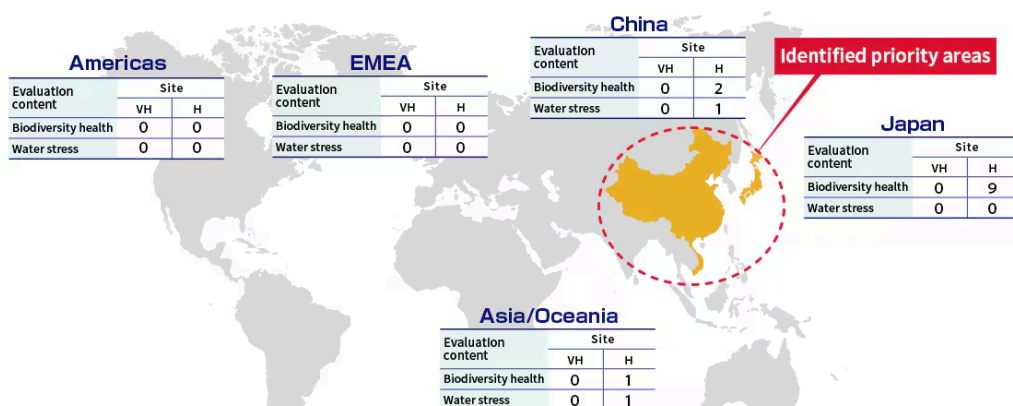


*3 A tool developed by the WWF to identify biodiversity risks in the value chain. The state of biodiversity health refers to a state in which natural systems maintain a good balance and where all biological organisms and the environment are functioning properly

*4 A global tool for assessing water risk developed by the World Resources Institute (WRI), which assesses water risk in the regions where sites are located from the perspectives of water quantity, water quality, regulations, and reputation

Evaluation results

As shown in the table below, Japan, China, and the Asia-Oceania region were identified as areas that require particularly urgent attention in terms of risks related to natural capital. Meanwhile, no areas with significantly high risk of water stress were identified.

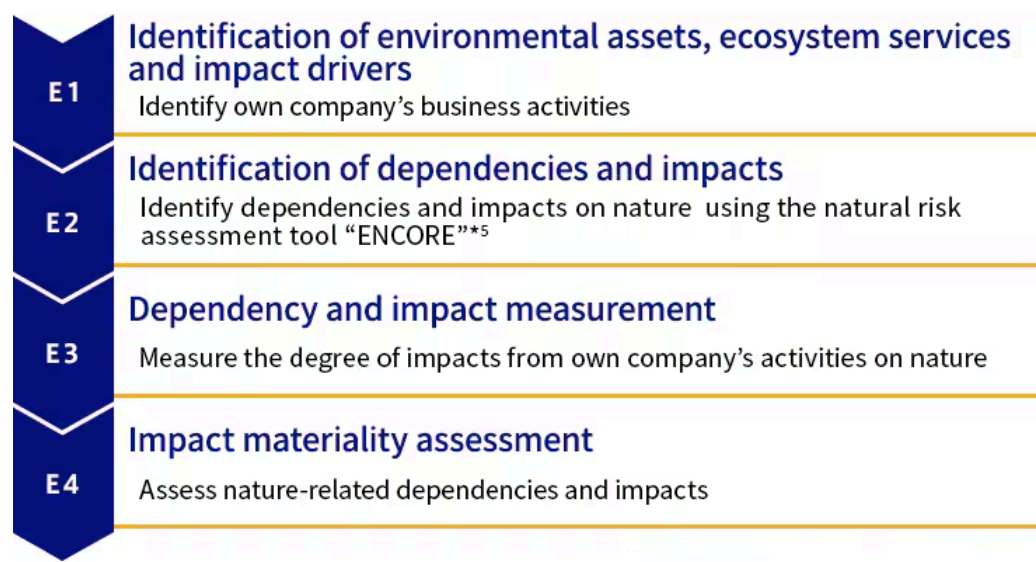


Disclose results corresponding to Very High (VH) and High (H) from the five-point scale (VH; H; Medium [M]; Low [L]; Very Low [VL]) used for each evaluation tool

Evaluate: Dependencies and Impacts

Business activities are supported by a diverse range of benefits derived from natural capital, such as water resources, soil, and air. Establishing an accurate understanding of the natural capital which our business depends on and the impacts on from our business as well as undertaking the necessary management and instituting the necessary countermeasures are vital in allowing us to continue to enjoy the benefits of this natural capital into the future.

At the Evaluate phase, we assessed our natural capital “dependencies” and “impacts” in our business activities and identified areas necessitating a focus on analyses of the risks and opportunities.

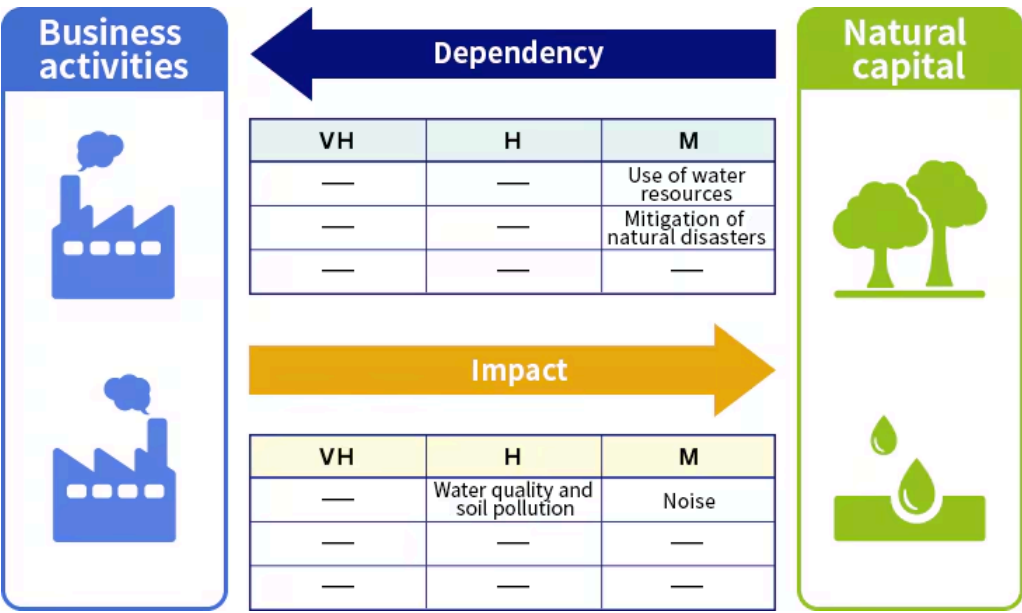


^{*5} A nature-related risk analysis tool provided by Natural Finance Alliance

Evaluation results

The Olympus Group conducted an initial evaluation of its dependencies on and the impacts on natural capital in its business activities. No elements were identified with Very High (VH) or High (H) dependencies on natural capital. Meanwhile, “water resource utilization” and “natural disaster mitigation” were identified as Medium (M) dependencies. Water resources are used in cleaning and cooling processes of product manufacturing, and as such are an essential element in ensuring product quality and safety. In addition, for the mitigation of natural disasters, regional disaster prevention and mitigation to reduce the risk of floods and landslides play an important role from the perspective of ensuring stable operations at production and development sites.

Meanwhile, for impacts on natural capital, no impacts were identified as corresponding to the VH level. Nevertheless “water quality and soil contamination” was identified as a factor with the potential to have a major impact, and “noise” was identified as having impacts equivalent to the M level. Specifically, wastewater from production processes has the potential to have impacts on the quality of public water area and soil; while noise created by production equipment has the potential to have impacts on the surrounding environment.



Current measures related to identified impacts

The Olympus Group is striving to prevent pollution through the introduction of wastewater purification treatment equipment and by conducting regular water quality and soil monitoring. In addition, for noise, we are also undertaking initiatives to minimize our impact on the surrounding environment through the installation of soundproofing equipment; adjustments to equipment operating hours; and initiatives for the regular measurement of noise levels.

Guidelines for the Use and Procurement of Paper

Background

Forests are an important place for the habitation of diverse organisms and for the blessings of nature. However, they have rapidly decreased by human activities, and serious impacts such as destruction of ecosystems and deterioration of the living environment of residents are occurring.

Introduction

As part of its Environmental Health and Safety Policy, the Olympus Group will use and procure papers in accordance with the following guidelines to contribute to the sustainable use of forest resources.

Scope

- ◆ Individual and carton packaging materials for Olympus Group's products
- ◆ Packaging materials used in manufacturing and distribution
- ◆ Instruction manual for products
- ◆ Publications such as company brochures and product brochures
- ◆ Office supplies such as copy paper

Action Guides

We will reduce the use of paper by utilizing digital technologies

- ◆ We will prioritize usage of forest-authentication paper such as FSC ^{*1} and PEFC ^{*2}, and recycled paper.
- ◆ We will use more raw materials that consider the sustainability of forest resources^{*3}.
- ◆ Use paper made from wood that has been properly processed in compliance with laws and regulations.
- ◆ We will prioritize procurement from suppliers with a management system to confirm the legality of timber material logging and harvesting.
- ◆ We will annually disclose the status of measures against paper and usage results.

^{*1} FSC: Forest Stewardship Council

^{*2} PEFC: Program for the Endorsement of Forest Certification Schemes

^{*3} Wood raw materials, wastepaper pulp, and thinned wood obtained from sustainable forest management

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.19 (April 2025)

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

> [English \(PDF: 1.2MB\)](#) 

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](#)

ESG Data

Environmental Data

Updated August 19, 2025

*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	FY2025	Compared to previous period(%)
Energy [Total] (MWh)	249,348 ★	-7
Electric power (MWh)	14,518 ★	-51
City gas (1,000 m3)	4,300 ★	-2
LPG(t)	1,122 ★	-22
LNG(t)	57 ★	-
Heavy fuel oil (kL)	252 ★	35
Kerosene (kL)	28 ★	-13
Diesel fuel (kL)	801 ★	-17
Gasoline (kL)	3,896 ★	0
Hot water (GJ)	1,507 ★	1
Steam (GJ)	8,063 ★	14
District heat (MWh)	2,167 ★	-5
Green electricity (MWh)	109,217 ★	13
Solar power [internal] (MWh)	1,948 ★	109
Solar heat [internal] (GJ)	391 ★	-8
Chemical substances [PRTR substances handled] (t) *Production sites in Japan only	22	5
Water [Total] (1,000 m3)	730 ★	1
Piped water	331 ★	-2
Ground water	399 ★	4
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) *Production sites in Japan only	145	-3
Transport fuel		
Transportation: Gasoline, diesel fuel, etc.		
Packaging material [Total] (t)	852	-2
Cardboard	178	-11
Paper	489	3
Plastic	171	0
Metal	0	0
Glass	0	0
Others	14	-30

★ Indexes certified by the Assurance Statement.

*FSC certified paper or recycled paper is used for copy paper and office paper.

OUTPUT		
	FY2025	Compared to previous
Greenhouse gases [Total] (t-CO2e)	32,174 ★	-21
CO2 generated from energy	32,174 ★	-21
CO2 not generated from energy	0.0 ★	-100
Substances Emitted (t)		
NOx	16	-30
Sox	0.3	50
Chemical substances [PRTR substances emissions/movement] (t) *Production sites in Japan only	12	15
Discharge to water system [Total] (1,000 m3)	730	1
Water discharged (public waters)	222	-8
Water discharged (sewage)	508	6
BOD (t)	2	5
Waste discharge [Total] (t)	5,749 ★	7
Amount recycled	5,285 ★	17
Other waste	464 ★	-45
Total CO2 for transportation (t-CO2e)	43,988 ★	1
Product shipments (t)		
Medical systems products	35,980	23

★ Indexes certified by external assurance.

Internal Energy Consumption

	FY2020	FY2021	FY2022	FY2023	FY2024	FY2025
Consumption (MWh)	276,853	270,637	275,740	268,642	256,780	249,348 ★

★ 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	FY2025
Renewable Energy (MWh)	26,721	26,968	29,960	88,920	97,981	111,274 ★

★ 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	FY2025
Direct (MWh)	City gas	50,354	63,546	67,257	67,283	55,335	54,127 ★
	LPG	19,051	21,280	20,749	20,501	20,062	15,619 ★
	LNG	173	173	22	-	-	867 ★
	Heavy fuel oil	2,252	2,234	2,181	2,167	2,014	2,726 ★
	Kerosene	163	163	368	326	324	284 ★
	Diesel fuel	14,363	11,526	11,206	10,660	10,212	8,458 ★
	Gasoline	43,977	37,331	42,622	38,272	36,009	36,145 ★
	Subtotal (MWh)	130,333	136,253	144,405	139,209	123,956	118,226 ★
Indirect (MWh)	Electricity	117,098	104,665	98,231	37,662	29,729	14,518 ★
	Hot water	701	797	864	571	493	498 ★
	Steam	-	-	-	-	2,341	2,665 ★
	District heat	2,000	1,954	2,280	2,280	2,280	2,167 ★
	Green electricity	26,006	26,267	29,307	88,194	96,931	109,217 ★
	Solar power [internal]	533	518	526	620	934	1,948 ★
	Solar heat [internal]	182	183	127	106	116	109 ★
	Subtotal (MWh)	146,520	134,384	131,335	129,433	132,824	131,122 ★
Total (MWh)		276,853	270,637	275,740	268,642	256,780	249,348 ★

★ 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)

	Baseline year (FY2020)	FY2021	FY2022	FY2023	FY2024	FY2025
Scope 1* (t-CO ₂ e)	27,893	28,427	30,185	28,935	25,365	24,120 ★
Scope 2* (t-CO ₂ e)	57,973	48,254	45,624	17,226	15,193	8,054 ★
Scope 1+2* (t-CO ₂ e)	85,866	76,681	75,809	46,161	40,558	32,174 ★
Basic unit of consolidated sales (t-CO ₂ e/100 million yen)	13.2	12.1	10.1	5.2	4.3	3.2

★ Indexes certified by external assurance. Scope: The Olympus Group (small businesses are excluded).
* 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 FY2025, the conversion coefficients for FY 2024 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 FY2022 and beyond, the 2022 values in the 2024 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

Group-wide CO2 emissions (t-CO2e)/Consolidated net sales (100 million yen)

CO2 Emissions for the Entire Supply Chain

Category		Baseline year (FY2020)	FY2021	FY2022	FY2023	FY2024	FY2025
Scope 1 (t-CO ₂ e)		27,893	28,427	30,185	28,935	25,365	24,120 ★
Scope 2 (t-CO ₂ e)	Market-based method	57,973	48,254	45,624	17,226	15,193	8,054 ★
	Location-based method	64,130	54,941	52,804	53,257	54,448	53,819 ★
Subtotal (t-CO ₂ e)	Scope 1+2 (Market-based method)	85,866	76,681	75,809	46,161	40,558	32,174 ★
	Scope 1+2 (Location-based method)	92,023	83,368	82,989	82,192	79,813	77,939 ★
Scope 3 (t-CO ₂ e)		619,474	650,069	666,959	781,660	787,196	863,583 ★
Total (t-CO ₂ e)	Scope 1+2 (Market-based method)+3	705,340	726,750	742,768	827,821	827,754	895,757 ★
	Scope 1+2 (Location-based method)+3	711,497	733,437	749,948	863,852	867,009	941,522 ★

Scope 3	Calculation Method (Assumptions)	Baseline year (FY2020)	FY2021	FY2022	FY2023	FY2024	FY2025
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	529,386 ★
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	168,417 ★
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	15,129	14,643 ★
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	43,988 ★
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	3,694 ★
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	38,231 ★
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	12,497 ★
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	23,404 ★
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	29,323 ★
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

	FY2021	FY2022	FY2023	FY2024	FY2025
NOx emissions (t)	46	44	26	22	16

Scope: The Olympus Group (excluding small companies)

Sox emissions

	FY2021	FY2022	FY2023	FY2024	FY2025
Sox emissions (t)	0.3	0.3	0.3	0.2	0.3

Scope: The Olympus Group (excluding small companies)

Water consumption

	FY2021	FY2022	FY2023	FY2024	FY2025
Groundwater (1,000 m3)	390	375	376	383	399 ★
Piped water (1,000 m3)	277	290	322	339	331 ★
Total (1,000 m3)	667	665	698	722	730 ★
Water use efficiency (consolidated sales (100 million yen) / amount of water used (1,000 m3))	9.5	11.3	12.6	13.0	13.7

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Scope: The Olympus Group (excluding small companies)

Waste water

	FY2021	FY2022	FY2023	FY2024	FY2025
Public water areas (1,000 m3)	256	244	242	240	222
Sewage systems (1,000 m3)	411	421	456	482	508
Total (1,000 m3)	667	665	698	722	730

Scope: The Olympus Group (excluding small companies)

Waste emissions/Landfill

	FY2021	FY2022	FY2023	FY2024	FY2025
Waste emissions (t)	4,726	4,537	5,310	5,363	5,749 ★
Amount recycled (t)	4,031	3,860	4,440	4,514	5,285 ★
Other waste (t)	695	677	870	849	464 ★
Landfill (t)	149	134	148	185	104 ★
Recycling rate (%)	85	85	84	84	92

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Scope: Olympus Group (excluding small companies)

Hazardous waste discharged

	FY2021	FY2022	FY2023	FY2024	FY2025
Hazardous waste discharged (t)	210	188	205	223	225 ★
Amount recycled (t)	183	163	161	160	166 ★
Other waste (t)	27	25	44	63	59 ★

★ Indexes certified by external assurance.

Scope: Olympus Group (excluding small companies)

Emissions and Movements of PRTR Class 1 Designated Chemical Substances

	FY2021	FY2022	FY2023	FY2024	FY2025
Chemical substances (PRTR substances) (t)	13	12	10	10	12

Scope: Manufacturing and development sites in Japan

Volatile Organic Compounds (VOC) Emissions

	FY2021	FY2022	FY2023	FY2024	FY2025
Volatile Organic Compounds (VOC) Emissions (t)	39	41	45	47	36

Scope: Manufacturing and development sites in Japan

Olympus Group Site Data

Company/Facility			Location		CO2 emissions (t-CO2e)	water consumption (t/1,000 m ³)	Emissions (t)	Amount recycled (t)
Japan	Global Headquarters	Hachioji-shi, Tokyo		FY2025	617	64	201	201
				FY2024	565	69	246	246
				FY2023	649	73	359	359
				FY2022	8,028	68	246	246
				FY2021	7,821	74	255	255
	Hachioji Facility Technology Development Center Utsuki *1	Hachioji-shi, Tokyo		FY2025	404	22	507	507
				FY2024	401	21	495	495
				FY2023	454	19	434	434
				FY2022	2,661	20	417	417
				FY2021	2,644	22	335	335
	Nagano Facility Tatsuno *2	Tatsuno-machi, Kamiina-gun, Nagano		FY2025	362	11	226	226
				FY2024	1,352	61	136	136
				FY2023	1,346	62	220	220
				FY2022	3,721	73	166	165
				FY2021	3,561	76	140	139
	Nagano Facility Ina *2	Ina-shi, Nagano		FY2025	301	16	76	74
				FY2024	359	15	79	77
				FY2023	340	15	86	83
				FY2022	1,871	16	79	77
				FY2021	1,840	16	82	78
	Distribution Center Sagami-hara *3	Sagami-hara-shi, Kanagawa		FY2025	793	—	359	359
				FY2024	790	—	443	443
				FY2023	713	—	410	410
				FY2022	632	—	393	393
				FY2021	682	—	393	393
	Olympus Medical Systems	Hinode Plant	Hinode-cho, Nishitama-gun, Tokyo	FY2025	31	5	59	59
				FY2024	28	5	52	52
				FY2023	38	5	56	56
				FY2022	1,185	6	46	46
				FY2021	1,120	5	49	49
	Aizu Olympus	Aizu-Wakamatsu-shi, Fukushima		FY2025	4,411	289	459	428
				FY2024	3,788	233	447	413
				FY2023	3,788	234	433	402
				FY2022	13,665	220	444	413
				FY2021	12,851	228	452	420
	Aomori Olympus	Kuroishi-shi, Aomori		FY2025	1,191	36	261	260
				FY2024	1,159	34	269	269
				FY2023	1,195	34	289	289
				FY2022	4,194	33	279	279
				FY2021	4,013	29	245	242
	Shirakawa Olympus	Nishigo-mura, Nishishirakawa-gun, Fukushima		FY2025	1,383	44	452	417
				FY2024	1,377	44	403	363
				FY2023	1,363	40	431	379
				FY2022	3,918	41	421	357
				FY2021	3,821	41	409	335
Americas	Olympus Corporation of the Americas	Pennsylvania, U.S.A.		FY2025	8,178	13	454	454
				FY2024	10,739	13	413	395
				FY2023	11,440	9	484	396
				FY2022	12,203	5	314	290
				FY2021	10,126	1	314	314
	Olympus Surgical Technologies America	Massachusetts, U.S.A.		FY2025	1,822	39	900	804
				FY2024	1,289	34	859	525
				FY2023	2,282	34	622	376
				FY2022	2,094	35	538	328
				FY2021	3,666	35	683	469
Europe/Middle East	Olympus Winter & Ibe GmbH	Hamburg, Germany		FY2025	1,624	26	353	345
				FY2024	2,259	25	297	293
				FY2023	2,655	24	290	288
				FY2022	2,638	23	249	249
				FY2021	2,440	15	319	319
	Olympus Medical Products Czech spol. s r.o.	Olomouc, Czech Republic		FY2025	39	2	16	0
				FY2024	249	2	16	0
				FY2023	554	2	16	0
				FY2022	582	2	18	0
				FY2021	599	1	15	0
	KeyMed (Medical & Industrial Equipment) Ltd.	Essex, U.K.		FY2025	635	12	279	273
				FY2024	578	17	312	234
				FY2023	2,238	18	298	235
				FY2022	2,138	18	218	159
				FY2021	2,341	25	324	273
	Algram Group Ltd.	Devon, U.K.		FY2025	46	1	140	133
				FY2024	51	1	94	79
				FY2023	65	2	53	28
				FY2022	62	2	53	28
				FY2021	65	2	106	74
Asia/Oceania	Olympus (GuangZhou) Industrial Co., Ltd.	Guangdong, China (Guangzhou)		FY2025	362	4	15	0
				FY2024	358	3	12	0
				FY2023	147	2	10	0
				FY2022	68	1	15	14
				FY2021	68	1	15	15
	Olympus Trading (Shanghai) Limited	Shanghai, China		FY2025	752	3	28	10
				FY2024	708	2	9	0
				FY2023	723	2	13	9
				FY2022	467	1	16	5
				FY2021	286	1	20	7
	Olympus Vietnam Co., Ltd.	Dong Nai, Vietnam		FY2025	1,956	82	708	617
				FY2024	6,840	94	544	405
				FY2023	6,999	86	558	397
				FY2022	6,273	56	448	307
				FY2021	9,594	56	382	210
	Olympus Australia Pty Ltd	Victoria, Australia		FY2025	470	1	35	18
				FY2024	309	1	35	19
				FY2023	308	1	47	24
				FY2022	273	1	54	22
				FY2021	282	1	45	18

*1 Including Olympus Medical Systems

*2 Including Nagano Olympus

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

Environmental Conservation Costs

Environmental conservation cost classification (million yen)	FY2021		FY2022		FY2023		FY2024		FY2025	
	Investment amount	Cost amount	Investment amount	Cost amount	Investment amount	Cost amount	Investment amount	Cost amount	Investment amount	Cost amount
Costs Inside Business Area	244	382	80	376	366	370	306	1551	82	1,287
Prevention of Public Nuisance Cost	22	226	32	226	13	155	9	251	24	160
Global Environmental Conservation Cost	213	41	47	19	355	76	281	1169	47	1,009
Resource Circulation Cost	9	115	1	131	0	139	16	131	11	118
In Upstream Costs	0	220	0	105	0	24	0	11	0	52
In Downstream Costs	0	1	0	8	0	10	0	8	0	5
Environmental Management Activity Costs	4	345	10	269	3	232	0	227	3	238
R&D costs	0	3	0	4	0	4	0	6	0	2
Social activity costs	0	0	0	0	0	0	0	1	0	1
Environmental damage costs	0	0	0	0	5	0	9	3	0	0
Total	248	951	90	762	376	640	315	1807	85	1,585

Target period: April 1, 2020 - March 31, 2025 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		FY2021	FY2022	FY2023	FY2024	FY2025
Effects Inside Business Area	CO2 emissions (t-CO2e)	39,698	41,202	11,053	10,147	9,492
	Waste discharged (t)	2,374	2,506	2,731	2,581	2,599
	Water consumption (1,000 m3)	497	483	489	502	516
	Chemical Substances Transferred/Discharged (t)	13	12	10	10	12

Economic Benefits of Environmental Protection		Change from previous year				
		FY2021	FY2022	FY2023	FY2024	FY2025
Revenue Benefits (million yen)	Proceeds from sale of valuable resources through recycling	0	10	-4	-4	0
Cost Savings (million yen)	Energy cost	-174	192	595	-25	5
	Water consumption cost	-7	0	0	1	1
	Waste disposal consignment cost	1	11	31	-16	7

Target period: April 1, 2020 - March 31, 2025

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. companies and distribution companies in Japan.

Compliance with Environmental Laws and Regulations

	FY2021	FY2022	FY2023	FY2024	FY2025
Number of serious accidents or violations of laws and regulations	0	0	0	0	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
Number of other accidents or violations of laws and regulations	0	0	2	0	3

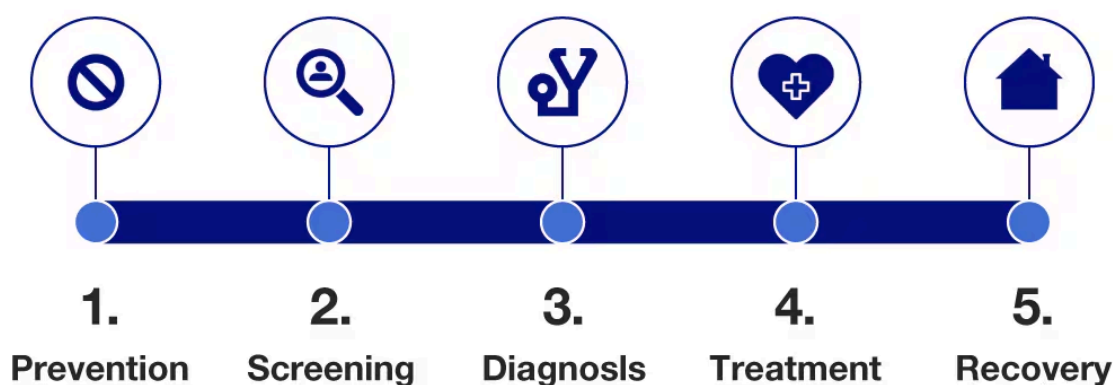
Accident or violation of laws and regulations in FY2025

Company Name	Content	Response
Olympus Corporation	Wastewater pH momentarily exceeds legal regulations *Observed value: 5.2 (legal limit: pH of 5.8 or higher, 8.6 or lower)	Change the route of the wastewater causing the issue such that it passes through pH adjustment processing equipment prior to disposal as waste
	Wastewater pH momentarily exceeds legal regulations *Observed value: 5.6 (legal limit: pH of 5.8 or higher, 8.6 or lower)	Finalize strategies to employ equipment that automatically stops the flow of wastewater where abnormal pH values are detected
Olympus Medical Products Portugal, Unipessoal LDA	Aldehyde in wastewater momentarily exceeds legal regulations *Observed value: 0.29 mg/L (legal limit: 0mg/L)	Increase frequency of wastewater monitoring and finalize steps to enhance control

For the Benefit of Patients

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).

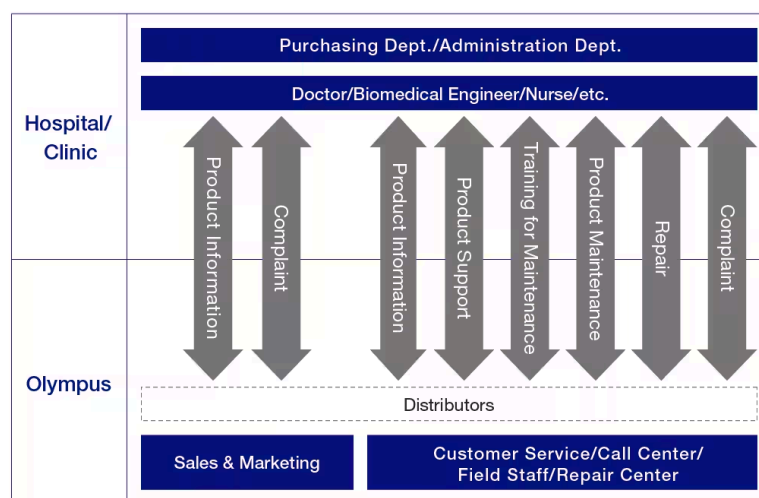
			Prevention	Screening	Diagnosis	Treatment	Recovery
1	Providing information via owned media A physician-supervised information site on gastrointestinal diseases, cancer screening, and endoscopic screening and treatment.	● Operation of “Onaka-Kenکو.com” - Explanation of various gastrointestinal diseases - 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 最新の製品情報や今後の検査・手術に関する情報を提供しています。さらに、機器の故障・メンテナンスの方法、ご自身の専門知識に関するソリューションを提供いたします。	- 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.



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

Initiatives

Building a relationship of trust with customers

The Olympus Group believes that a relationship of trust with healthcare professionals is necessary to provide better products and services and contribute to making people's lives healthier and safer, and monitors customers' satisfaction with its activities at various points of contact with customers, including sales and after-sales services, in Europe, the Americas, 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:

- ◆ Established a cross-organizational EMEA governance structure.
- ◆ Piloted a Voice of Employee survey in France to assess scalability and impact of broader implementation.

Americas:

- ◆ Initiated commercial complaint handling process and resolution tracking.

Japan:

- ◆ Implemented continuous training designed to help field service and customer information center employees improve customer satisfaction.
- ◆ Restructured the Customer Satisfaction Management (CSM) governance framework to ensure better policy alignment and efficiency.

APAC:

- ◆ Extended CSM program and a regional CSM operating model with opportunities for cross-country collaboration.
- ◆ Implemented cross-functional initiatives to enhance customer experience across APAC.

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.

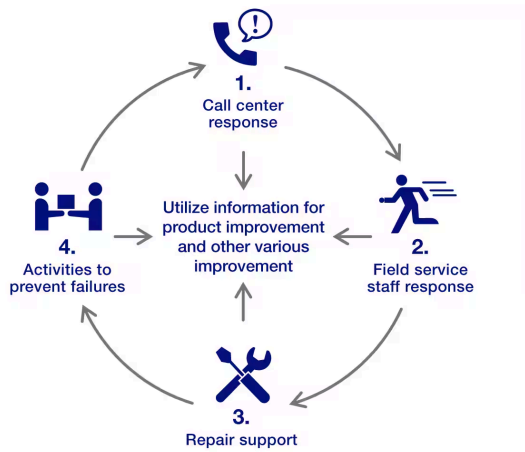
Post-sales activities

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.

* 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 FY2025, we provided a total of 2, 014 training sessions (+6% for a target) globally.

◆ Olympus Continuum Training Results

Number of times held (compared to target number)
2,014 sessions (+6%)

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

◆ Example of past projects

Country	Project Overview
India ・ Thailand ・ Vietnam	Research project on endoscopic AI Diagnosis support system
Thailand	Support for the dissemination of endoscopic surgery and the development of technical certification systems
Indonesia	Support for the dissemination of laparoscopic urological surgery and the development of an environment
Kenya	Endoscopy human resource development support project for the diagnosis of gastrointestinal diseases

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				
	FY2021	FY2022	FY2023	FY2024	FY2025
Medical Excellence JAPAN	¥1,500,000	¥1,500,000	¥1,500,000	¥1,500,000	¥1,500,000
Advanced Medical Technology Association (AdvaMed)	US\$590,262	US\$595,603	US\$596,770	US\$596,119	US\$608,539
Medical Alley Association	US\$8,000	US\$8,400	US\$ 0	US\$12,705	US\$13,340
Medtech Europe	122,000 €	122,271 €	140,012 €	150,549 €	155,256 €
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)	¥9,694,300	¥8,160,000	¥9,792,000	¥11,160,000	¥11,160,000
Japan Medical-Optical Equipment Industrial Association (JMOIA)	¥3,650,350	¥3,519,450	¥3,519,450	¥3,341,800	¥3,341,800
Medical Technology Association of Japan (MTJAPAN)	¥1,700,000	¥1,700,000	¥1,450,000	¥1,450,000	¥1,600,000
Japan Association of Medical Devices Industries (Jamdi)	¥444,000	¥444,000	¥444,000	¥444,000	¥576,000
Medical Device Strategy Institute, Japan Association for the Advancement of Medical Equipment (JAAME)	¥410,000	¥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	US\$10,500
Manufacturer's Alliance				US\$695	US\$2,550
Pennsylvania Chamber of Commerce			US\$15,000	US\$18,000	US\$18,000
American Medical Devices and Diagnostics Manufacturers' Association			¥4,000,000	¥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 Rules for Environment-related Substances Used in Product](#)
- ["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

At Olympus, our purpose is to make people's lives healthier, safer, and more fulfilling. In line with this mission, we are committed to the safe and ethical use of animals in our research and development processes. By adhering to industry standards and regulatory requirements, we ensure that our medical devices are rigorously tested for safety and efficacy. This responsible approach not only minimizes risks to patients but also upholds the highest ethical standards in animal welfare. Through these efforts, we strive to advance medical technology while maintaining our dedication to ethical practices and patient safety.

When the use of animals is necessary, Olympus supports a replacement, reduction, and refinement strategy as outlined by Russell & Burch's seminal 3R's Principle.^{1,2}

- ◆ Replacement is the preferred use of non-animal methods over animal methods whenever it is possible to achieve the same scientific aims.
- ◆ Reduction is the use of methods that enable researchers to obtain comparable levels of information from fewer animals, or to obtain more information from the same number of animals.
- ◆ Refinement is the use of methods that alleviate or minimize potential pain, suffering or distress, and enhance animal welfare for the animals used.

All research activities involving animals are conducted in accordance with the respective country rules such as requisite approval from the relevant Institutional Animal Care and Use Committee (IACUC) and in accordance with the United States Animal Welfare Act, the National Academy of Sciences Guide for the Care and Use of Laboratory Animals, the Accreditation of Laboratory Animal Care and Use by the Japan Pharmaceutical Information Center, the Act on Welfare and Management of Animals, the Basic Guidelines for Animal Research in Institutions under Management of the Ministry of Health, Labour and Welfare, and other related laws and guidelines.

In terms of training, our mission to improve patient outcomes necessitates comprehensive training for healthcare professionals. Whenever possible, we use inanimate methods such as simulation systems, tissue models, and extensive didactic instruction. When alternatives are not available or adequate, we adhere to the same rigorous ethical and quality standards for animals used in research and development. We comply with international guidelines, including the World Medical Association's Declaration of Helsinki, which stipulates the need for animal studies before any human exposure.

Through these efforts, we strive to advance medical technology while maintaining our dedication to ethical practices and patient safety.

* 1 Russell, W M. S, and Rex L. Burch. The Principles of Humane Experimental Technique. London: Methuen, 1959. Print.

* 2 National Research Council. 2011. Guide for the Care and Use of Laboratory Animals: Eighth Edition. Washington, DC: The National Academies Press.

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.

Healthy Organization

▼ Our Target Corporate Culture ▼ Olympus Culture Journey ▼ Our Core Values Survey (Employee Engagement Survey)

Our Target Corporate Culture

Healthy Organization holds true to Olympus' ambition to create a culture that empowers employees to fulfill Our Purpose: making lives healthier, safer and more fulfilling. Living Our Core Values and acting in line with those behaviors lays the foundation for a Healthy Organization. Additionally, five key enablers drive our employee promise: Growth & Development, Authentic Leadership, Inclusion, Reward & Recognition, and Work Environment.

To develop our culture and achieve Our Purpose, we must operate in a Purpose-driven manner, enabled by a People-centric perspective.



ENABLERS

Growth & Development

We grow as an organization by enabling employees to leverage their strengths, act on feedback, and take charge of their development and careers through inspirational learning opportunities and leader support.

Authentic Leadership

Leaders role model the Global Leadership Competencies and Our Core Values by taking responsibility for their actions and actively engaging, empowering and growing their teams and themselves.

Inclusion

We build a workforce that reflects a range of backgrounds and experiences and foster an inclusive culture where all employees feel valued, respected, and encouraged to contribute.

Reward & Recognition

We recognize and reward employees' achievements and contributions through competitive compensation, benefits, and meaningful acknowledgment programs.

Work Environment

We cultivate a supportive and engaging environment that unleashes the power of collaboration, drives impact and promotes well-being.

Olympus Culture Journey

Olympus is working to comprehensively improve our corporate culture by activating our Core Values and working on the key Healthy Organization enablers that create an environment where people at Olympus are engaged and enabled to succeed. Olympus' Core Values serve as guiding principles in the day-to-day behaviors of all employees.

The Core Values are aligned with Global Medtech Leadership, embedding key themes such as Innovation and Patient Focus firmly into our expectations of everyone at Olympus.

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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Our Core Values Survey (Employee Engagement Survey)

Olympus has actively implemented and tracked measures from the last Core Values Survey, an all-employee engagement survey conducted in 2021. Since then, company-wide initiatives have since included site visits by Executive Officers, optimization of decision-making processes, monitoring and follow-up on employee work-life balance, and the creation and implementation of standardized Global Working Guidelines.

In November 2022, we conducted an interim Core Values Survey Check-in to assess the state of our organization. Based on the results, we reinforced and adjusted various activities to improve our culture and employee experience. These efforts include the continuation and expansion of our Global Working Guidelines, as well as focused efforts within our R&D and manufacturing organizations.

Looking ahead, Olympus is developing a comprehensive, company-wide employee listening program that goes beyond traditional surveys. This program aims to empower employees to speak up and ensures their feedback is transformed into impactful actions that drive positive change and foster continuous improvement within a Healthy Organization.



Inclusion

- ▼ Basic Approach
- ▼ Statement (Our Vision of Inclusion)
- ▼ Definition of three Commitments
- ▼ Why Olympus Is Committed to Advancing Inclusion
- ▼ Global Inclusion Promotion System
- ▼ Inclusion Initiatives in Each Region
- ▼ Data-related Inclusion strategy

Basic Approach

At Olympus Group, we are building a corporate culture of a "Healthy Organization" to fulfill our purpose of "Making people's lives healthier, safer, and more fulfilling around the world." This embodies Olympus' vision of creating and maintaining a corporate culture that maximizes the potential of every employee. One key element of this culture is inclusion, which enables different perspectives, fosters innovation, and strengthens governance across our global teams. By embedding inclusion into our corporate culture and business strategy, we create an environment where all employees feel respected, valued, and empowered to contribute.

Statement (Our Vision of Inclusion)

* To further embed the strategy released in May 2023, the Inclusion Strategy was updated in April 2025.

At Olympus Group, we envision a workplace where inclusion is seamlessly woven into our culture and business, empowering every individual to thrive. We are committed to fostering an environment where all people—regardless of background, identity, or experience—are respected, valued, and given the opportunity to reach their full potential. Our vision is guided by three core Inclusion Commitments: ensuring equal^{*1} opportunity through fair and equitable^{*2} systems, promoting advocacy and awareness to build understanding and inclusive behaviors, and supporting family life by recognizing the diverse responsibilities and needs of our employees. By embedding these commitments into our everyday actions and decisions, we cultivate a culture of trust and belonging. This inclusive foundation enables our people to better understand and serve our customers, collaborate across differences, and develop innovative solutions—ultimately advancing Our Purpose of making people's lives healthier, safer, and more fulfilling.

*1 Equality: Providing everyone with the same resources or opportunities.

*2 Equity: Recognizing individual circumstances and providing what's needed to achieve fair outcomes.

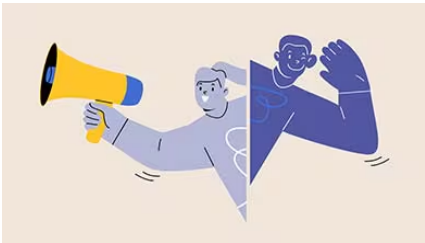
Definition of three Commitments

At Olympus Group, we are committed to fostering a culture where every individual feels valued, respected, and supported. As part of our global Inclusion strategy, we have outlined three core commitments that guide our efforts to create a more equitable*² and supportive workplace for all:



Equal Opportunities

We strive to ensure fair access to opportunities, resources, and advancement for all individuals. By cultivating a workforce that reflects the communities we serve, we promote representation across a wide range of backgrounds, experiences, and perspectives—at every level of the organization.



Advocacy and Awareness

We believe that inclusion starts with understanding. Through ongoing education, open dialogue, and allyship, we actively advocate for practices that promote respect, empathy, and meaningful engagement in the workplace and beyond.



Family Life Support

We recognize that personal and professional responsibilities are deeply connected. We are committed to supporting employees in all stages of life by promoting flexible work practices, enhancing caregiving resources, and creating policies that honor the diverse needs of families.

Why Olympus Is Committed to Advancing Inclusion

Inclusion is a key part of our business strategy and a vital enabler in achieving Our Purpose. By embedding inclusive practices into everything we do, we aim to:

- ◆ Enhance the employee experience by creating an environment where every individual can be their authentic self and feel seen, heard, and valued.
- ◆ Improve decision-making and spark innovation—delivering greater value to our customers, patients, and communities through our products and services.
- ◆ Encourage creativity and streamline ways of working, leading to stronger collaboration and increased productivity.

By advancing inclusion, we strengthen our organizational capability and long-term sustainability—ensuring Olympus remains a trusted partner of choice for customers, employees, and stakeholders around the world.



Global Inclusion Promotion System

To strengthen our commitment to fostering a more inclusive and equitable^{*2} workplace, Olympus Group has established the role of **Chief Officer of Inclusion (COI)** as a key part of our global governance structure. This role was created to provide executive-level leadership and accountability for advancing inclusion efforts across the organization. The COI will guide our global Inclusion strategy, ensuring alignment with evolving societal expectations, stakeholder needs, and regional priorities. By embedding inclusion into core business operations and decision-making, the COI helps Olympus stay at the forefront of responsible corporate leadership—enhancing innovation, employee engagement, and long-term value creation.



Inclusion Initiatives in Each Region

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

- [Inclusion in Japan](#)

Data-related Inclusion strategy

- [ESG Data](#)
- [ESG Strategy](#)

Inclusion in Japan

[▼ Changes to Inclusion Initiatives in Japan](#)
[▼ Systems and Mechanisms](#)
[▼ Initiatives](#)
[▼ Targets and Achievements Data](#)

Changes to Inclusion 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 Corporation promotes diverse work styles with the aim of creating a healthy organizational culture in which each and every employee can perform at their best.

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

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 hourly increments of paid annual leave., introducing satellite offices and other measures. Furthermore, from April 2025, we abolished core working hours while expanding flexible working hours to allow employees to work while independently choosing their own start and end times. Through these efforts, we aim to improve productivity, achieve work-life balance for employees, and create a workplace culture that values their initiative.

List of Childcare-Related Systems

	During pregnancy	Childbirth	6 months old	1 year old	2 year old	3 year old	Elementary school 1st grade	4th grade	6th grade
Women		Reduction of working hours							
		Time required to receive health guidance and health examinations							
		Measures based on guidance from a physician or midwife							
		Paid leave (6weeks before and 8 weeks after childbirth)							
		Child-rearing time							
Both Women & Men		Childbirth leave							
		Parental leave (Can be taken twice)							
		Babysitter tickets							
		Reduction of working hours							
		Exemption from overtime work							
		Limitation of overtime work, exemption from late-night work							
		Child nursing and related care leave as paid leave							
		Flexible roles							
		Telework system (Working from home)							
		Hourly use of annual leave							
Men		Financial support							
		Paid leave (3 days before and after childbirth)							

Initiatives

- ▼ Fostering an Inclusive Culture
- ▼ Promoting the Advancement of Women
- ▼ Support for the Balancing of Childcare Duties and Employee Careers
- ▼ External Evaluations

Fostering an Inclusive Culture

Olympus Corporation respects all forms of diversity and takes action to develop a climate based on mutual acceptance and to help employees understand and address the unique challenges faced by each individual.

Since FY2023, we have continued to hold educational events with the objective of raising company-wide awareness by providing opportunities for employees to exercise “ownership” of inclusion. In FY2025, we held lectures for those in managerial positions given by outside experts, experience-based events, caregiving seminars, exhibitions of photographs by employees with disabilities, and other programs, with a total of approximately 2,200 employees having participated.

In addition, we held workshops for employees in managerial positions to facilitate a deepened understanding and establish a common language globally among managers. At the workshops, approximately 700 participants, when combined with participants for FY2024, learned about “unconscious bias” and “psychological safety.”



Experience-based events

Promoting the Advancement of Women

Olympus Corporation actively recruits and promotes professional and talented people and provides them with opportunities to work in our company so that all employees can demonstrate their abilities in recruitment, promotion, or salary increases.

➤ Employment

As of March 2025, at Olympus Corporation, the ratio of female employees in managerial positions is 10.1%. Our training for female managerial candidates is implemented on an ongoing basis. We offer both workshops which aim to facilitate reflection on their careers among participants through dialogues with role models and mentoring programs to encourage participants to think independently about their careers through dialogues with mentors.

Furthermore, since FY2024, we have held inter-company 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, conversations 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 FY2025, we held these networking events a total of three times, including a panel discussion with female employees in managerial positions from various cultural backgrounds and a tie-up seminar with Terumo Corporation to consider female health issues, with a total of 58 participants. The satisfaction rating among participants was excellent, with an average rating of 4.97 (out of 5 points), and these events are also serving to facilitate post-event networking among participants.



A Networking Event for Female Employees in Managerial Positions

Support for the Balancing of Childcare Duties and Employee Careers

Olympus Corporation has supported both men and women in balancing childcare and their careers.

To achieve a good balance between private life and career development, we have introduced various systems for employees with children, including extended periods of shorter working hours beyond 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).

For the taking of childcare leave in particular, we have set targets and are undertaking initiatives to achieve these targets, as one of the priority areas in our ESG Strategy. We have also created video content of employees in managerial positions with subordinate employees who have taken childcare leave and shared this internally. In addition, since April 2024, we have published a guidebook to support the balancing of childcare duties and work to encourage dialogue between supervisors and their subordinates availing of childcare leave toward the systematic acquisition of childcare leave, and have begun to implement measures for the revision of work duties during childcare leave as well as for the utilization of external resources.



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

External Evaluations

Platinum Kurumin

Awarded the Platinum Kurumin certification by the Ministry of Health, Labour and Welfare as a company with outstanding initiatives, and which is promoting continuous undertakings, to support the balancing of work and childcare duties (Olympus Corporation/2022)

Awarded the Kurumin certification by the Ministry of Health, Labour and Welfare as a company with outstanding initiatives to support the balancing of work and childcare duties (Olympus Marketing/2020, Aizu Olympus/2022, Aomori Olympus/2024)



Eruboshi

Awarded the Eruboshi certification by the Minister of Health, Labour and Welfare as a company with outstanding initiatives for the promotion and advancement of women (Eruboshi Stage 3 certification: Olympus Corporation/2019, Aizu Olympus/2023, Aomori Olympus/2024)



Persons with Disabilities

Awarded the Monisu certification (a recognition program for outstanding small and medium-sized businesses in employing people with disabilities) by the Minister of Health, Labour and Welfare as an outstanding small and medium-sized business proprietor in terms of employment of people with disabilities (Olympus-Supportmate/2025)



PRIDE Index 2024

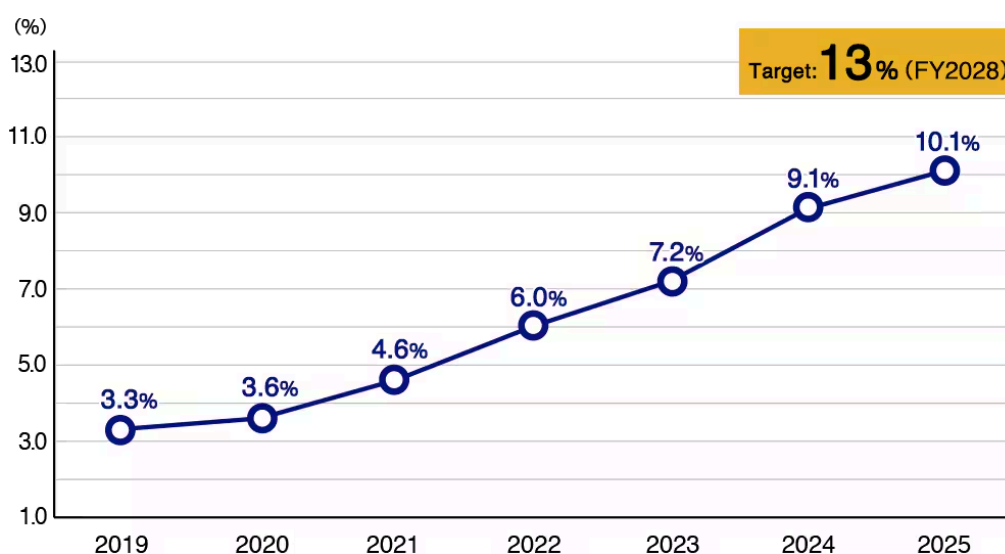
We received a "Silver" certification in the "PRIDE Index 2024," an evaluation index for LGBTQ+ initiatives in Japan. (Olympus Corporation/2024)



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.

	March 2023	March 2024	March 2025
Female officers	9.1%	16.1%	16.7%
Female section supervisors	15.4%	13.9%	14.1%
Female employees	20.6%	19.5%	23.4%
Female new graduates recruited ^{*1}	27.9%	34.6%	34.6%
Female mid-career hirings	24.7%	25.6% ^{*2}	27.8%
Male years of continuous employment	16.0 years ^{*3}	14.1 years	15.8 years
Female years of continuous employment	13.0 years ^{*3}	10.5 years	13.1 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.

*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]

	March 2023	March 2024	March 2025
Officers with foreign nationality	33.3%	43.0%	50.0%
Persons with disabilities [*]	2.8%	2.9%	2.9%

* Eight companies of the special group

[Childcare related]

	FY2023	FY2024	FY2025
Men who took childcare leave ^{*1}	70.2%	88.0%	98.2% *Target: 100% (FY2026)
Women who took childcare leave	94% ^{*2}	100%	94% ^{*2}
Childcare leave period (males)	26.5 days	53.9 days	59.6 days
Childcare leave period (females)	354.1 days	354.1 days	312.8 days
Women who returned to work following childbirth	98%	100%	100%

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

*2 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]

	FY2023	FY2024	FY2025
Annual leave	12 days	14 days	14.1 days
Average legal overtime hours per month ^{*1}	8.6 hrs	10.5 hrs	14.6 hrs
Telecommuting use ^{*2}	2,727 people	5,280 people	5,671 people

*1 Employees affiliated with Olympus and Olympus Medical Systems. For FY2024, employees affiliated with Olympus

*2 Employees affiliated with Olympus and Olympus Medical Systems. For FY2023, employees affiliated with Olympus

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

Olympus Corporation considers Inclusion to be an indispensable strategy in our company's purpose of: "Making people's lives healthier, safer and more fulfilling."

By engaging in Inclusion 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

Employment

▼ Basic Approach and Policy ▼ Promotion Structure

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. 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](#)

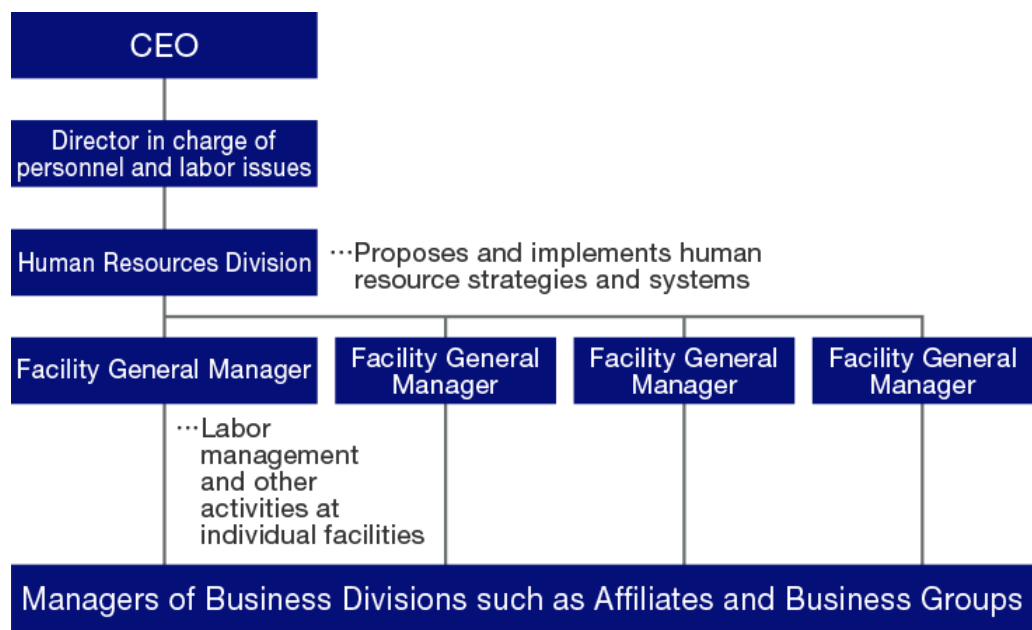
Promotion Structure

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 FY2025

Olympus Corporation hired 236 employees (only permanent employees) in FY2025. Of these, mid-career employees accounted for about 67% of the total.

Employment of People with Disabilities

Olympus Corporation and its group companies in Japan 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 locations including Hachioji Facility, Nagano Facility and Shirakawa Facility to contribute to the creation of job positions where people with disabilities can work in local communities. As of the end of March 2025, the employment rate of eight special corporate groups was 2.89%, 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

Within Japan, 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 FY2025, 83 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 (GLCM) provides a common global framework for leadership development, talent and succession management, and hiring.

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 that support their individual career goals. 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.

In FY2025, we held the Patient Safety & Quality Workshops globally. These organization-wide workshops deepened understanding of how Patient Safety & Quality is integral to living Our Core Values, and how each of us can take action to incorporate a Patient Safety & Quality mindset into our daily work routines.

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

Exemplary offers include leadership programs focused on our leadership competencies, 360 Feedback for leaders, facilitation technique 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 the above, we offer LinkedIn Learning, an online learning platform to employees and leaders in all regions. 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.

Olympus offers employees access to Aperian, an online learning platform known for its GlobeSmart profile features. These features enable employees to create their own work style profiles and compare them with those of others in the company, thereby enhancing cross-cultural collaboration within a global matrix organization. Internal facilitators, often HR team members trained by Aperian, lead 1.5 to 2-hour team-building workshops upon request. These workshops provide participants—often those working in a global matrix environment—a valuable chance to compare different work styles among colleagues from various cultural backgrounds, and to start considering inclusive actions that leverage these diverse styles in order to reach shared goals.

Mentoring programs are implemented in each region to promote learning, development, and growth by fostering meaningful relationships between an experienced professional (Mentor) and a Mentee, without the constraints of a formal direct or matrix reporting structure. This program facilitates both professional and personal development, benefiting both participants by broadening their perspectives, enhancing knowledge, and building competencies.

We conduct the Global Digital Academy, which is open to all employees globally. This academy is a key driver of Olympus's digital transformation. The Academy's efforts also play a vital role in supporting Olympus's reputation as an innovation leader, making a substantial contribution to the company's overall corporate strategy.

On the intranet site, we provide development tools and various toolkits that are available to all employees and leaders. Everyone can access information aligned with their goals and utilize it for their personal development."

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. 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, this is a development offer for all leaders. Leaders receive feedback from direct reports, peers, and managers for the purpose of gaining insights on strength and development areas and deriving development goals from the process. Since its introduction, approximately 1,300 leaders have successfully participated in the process, gaining valuable insights for their roles as Olympus leaders.

For Talent and Succession Management purposes, 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.

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

- Programs for newly appointed leaders
- Region and culture-specific leadership offers in the respective languages

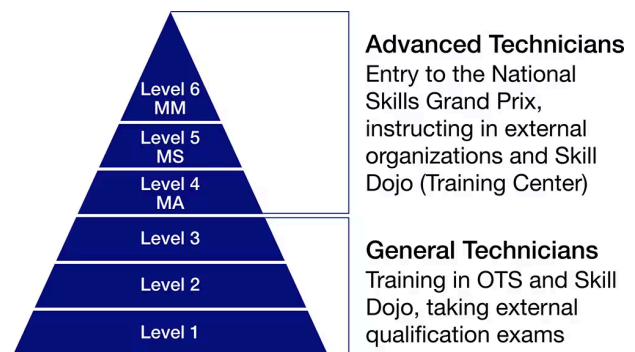
Training and Education System in Japan

Olympus and Olympus Marketing, Inc. have provided educational programs and learning opportunities including e-learning programs, group specialized skills training, and compliance training programs for their employees. 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.

◆ 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)

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.

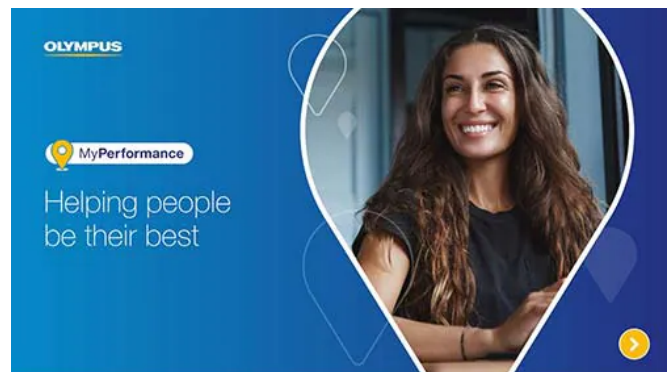
It aligns to, and works with, our Talent and Succession process, ensuring the right person is in the right role at the right time. We recognize that investing in our people is key to success and pivotal for us to achieve our goals.



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.

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.

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



Labor Relations

Basic Approach

The Olympus Group values protection of the rights of individual employees in order to offer better value to society. We implement appropriate measures based on human rights viewpoints and the labor 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 FY2025, we continued to share and discuss statuses regarding management measures and organizational culture development, as well as initiatives designed to move the company forward on more flexible work styles.

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 2025, 4,453 permanent employees (other than those in managerial positions) were members of the labor union. The enrollment rate for all employees, including those in managerial positions, is 68%.

Olympus Open Ways of Working

- ▼ Olympus Global Headquarters: Way of Working and Office Environment
- ▼ The Philosophy Behind O³ (O-Cubed)
- ▼ The Aim of O³
- ▼ Specific Initiatives

Olympus Global Headquarters: Way of Working and Office Environment

First, please watch this video introducing the way of working and office environment of Olympus Global Headquarters in Tokyo. (Approx. 7 min.)



The Philosophy Behind O³(O-Cubed)

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

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.

Olympus Open Office = O³

Open!

If we open up to each other
and open up our eyes to the future,
we can open up new possibilities for Olympus.



- ♦ 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

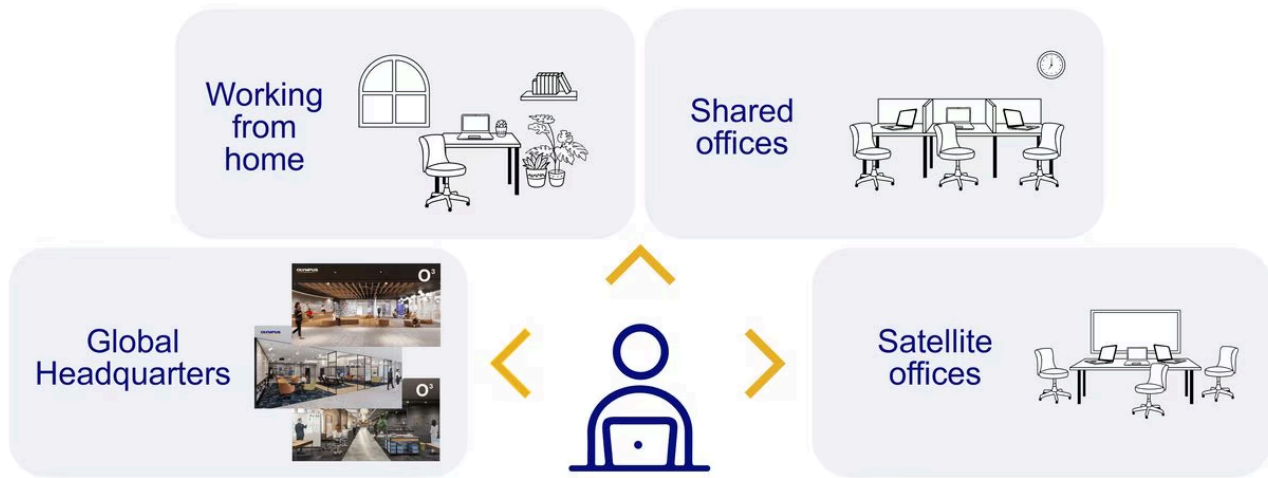
Specific Initiatives

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



- ◆ Evolve towards an attitude of independent decision making regarding the best place to work

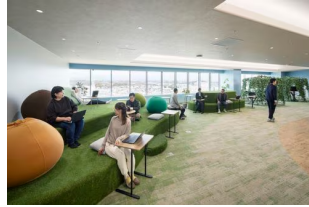
Global Headquarters	Working from home	Shared offices	Satellite offices
◆ Development work (experiments, etc.) ◆ Communication across organizations (cross functional projects, etc.) ◆ In-person, large group meetings ◆ In-person meetings ◆ Group work ◆ Solo work ◆ Visitor reception ◆ In-person events, etc.	◆ Solo work ◆ Online meetings	◆ Solo work ◆ Online meetings	◆ 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.



Explore the facility in this dynamic drone-shot video. (Approx. 4 min.)



Develop New Systems

We are working to enhance our human resource systems and work regulations to ensure fair recognition and rewards for individuals who demonstrate expertise, deliver strong results, and show initiative—regardless of their background, experience, or personal circumstances.

As part of this effort, we have introduced a job-based HR framework across all levels of the organization and unified our evaluation systems and standards globally. These changes are designed to create an environment where Olympus employees around the world can thrive and access meaningful opportunities for growth.

To support diverse working styles, we will continue to promote flexibility, with hybrid work remaining our foundational approach. We are also expanding options such as mobile work from locations beyond the office or home, and remote work from more distant areas. These enhancements are intended to support employees in balancing their professional responsibilities with caregiving and other personal needs.

Occupational Safety and Health

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

Basic Approach and Policy

The Olympus Group has positioned the occupational health and safety of people who work at Olympus as one of its highest-priority management challenges. We endeavor to develop a workplace environment that is conducive to working in a safe and healthy manner based on the Olympus Global Code of Conduct and the Environmental Health and Safety Policy.

More specifically, we carry out the formation and maintenance of management systems for health and safety, the ongoing improvement of those systems, risk reduction activities based on risk assessment, training and drills pertaining to health and safety, and workplace patrols in our aim to realize zero work accidents.

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

Promotion Structure and Initiatives

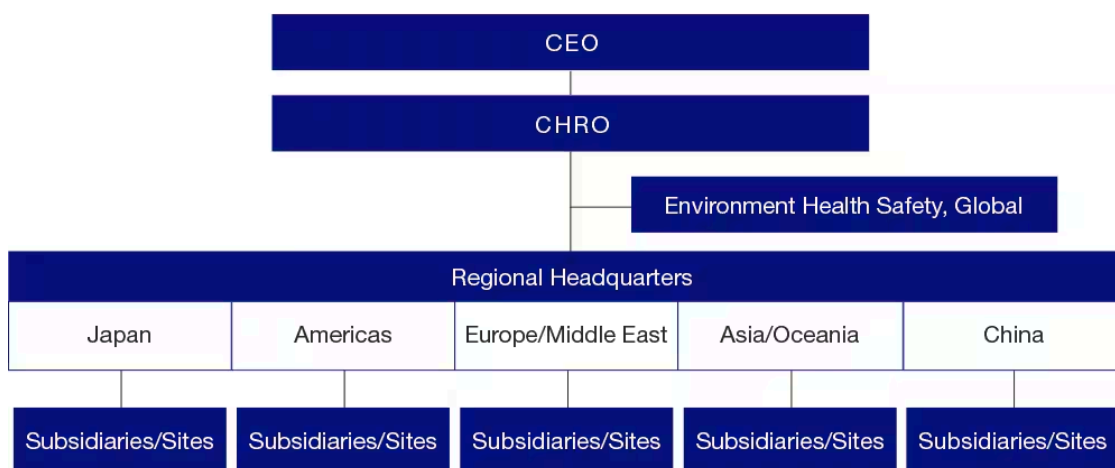
Global Safety and Health Organization

The CEO serves as the chief officer for EHS (Environment, Health, and Safety). The CHRO (Chief Human Resources Officer), who supervises the human resource and general affairs functions, has responsibility for establishing the health and safety policy and activity goals as well as the achievement of goals, etc. in the capacity of general manager of EHS operations for the entire Group. Under the instructions of the CHRO, the global EHS management division promotes activities in line with the health and safety activity guidelines for each fiscal year as well as monitors the health and safety activity status of each Group company and site and conducts quarterly management reviews as it endeavors to make ongoing improvements to health and safety activities for the Group as a whole.

Additionally, each Group company and site nominates the head of that company or site as its manager of health and safety management, and promotes health and safety activities tailored to the attributes of that company or site in line with annual activity guidelines for the Group overall. In Japan, a “Health and Safety Committee” that involves the participation of both employees and management convenes at each Group company or site to conduct discussions of the achievement of the annual activity plan as well as discussions aimed at associated improvements.

Regarding the multiple sites that have production, repair and other functions, we will go on to pursue ongoing improvements through acquiring external certifications for our health and safety management system, starting with ISO 45001, and through implementing a PDCA cycle.

- [List of sites for which health and safety management system certification was acquired \(ESG Data Social \(S\) Data\)](#)



Occurrence of Occupational Injuries

In FY2025, the Olympus Group engaged in health and safety activities with the goals of achieving zero accidents resulting in death and a lost time injuries frequency rate of 0.58 or less.

As a result, while we maintained both the number of fatalities involving employees and contractors at zero, one serious accident attributable to the abnormal handling of machinery occurred. For this case, in addition to the swift implementation of corrective measures, those measures were laterally deployed across the entirety of global operations to help prevent the reoccurrence of similar accidents. Additionally, the lost time injuries frequency rate was 0.68, an increase over the previous year. However, the health and safety promotor verified the status of the occurrence of the accident at the actual site and with the actual article, and took measures to prevent reoccurrence through the improvement of equipment, a revision of work procedures and guidelines, retraining in safe behavior and so forth.

For the purpose of realizing a safer, healthier workplace, in addition to measures for and the management of tasks that may lead to serious accidents as identified through risk assessments, we will continue training for elevating the level of safe behavior of people who work at Olympus.

	FY2021	FY2022	FY2023	FY2024	FY2025	Target of FY2025
Number of fatalities^{*2}	0 (0)	0 (0)	0 (0)	0 (0)	0 (0)★	0 (0)
Number of lost time injuries	31	27	31	28	32★	
Lost time injuries (of one day or more) frequency rate^{*3}(LTIFR)	0.62	0.56	0.66	0.60	0.68★	0.58

➤ Data by Region (ESG Data Social (S) 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 and Education

The Olympus Group believes that in order to realize a workplace where its employees can go about their work in a healthy and safe manner, it is imperative that all its employees become able to take appropriate action with respect to health and safety. To that end, we regularly administer training to all our employees with policies and basic rules on health and safety, actions to prevent accidents carried out with respect to machines, chemicals, blades, heavy objects, and other sources of danger, and appropriate notification, evacuation and other forms of response in times of emergency as basic knowledge.

Additionally, health and safety management systems, risk assessments, and specialized and special training for specific job categories were also administered for foremen and special workers.

Safety for Our Partners

Similar to that for our employees, we conduct safety management for contractors who work together with us onsite (dispatch employees, work consignees, etc.) as people who work at Olympus. An example of this is how in the Japan region, we ask contractors to undergo training on health and safety upon onsite acceptance, and how in the Americas region, we conduct initiatives such as handing out leaflets on health and safety to visitors when they enter the site.

Furthermore, in the Olympic Global Third Party Code, we ask our suppliers to comply with applicable laws and regulations related to health and safety in order to provide a safe workplace. Additionally, we monitor the status of those initiatives through ESG assessments and request improvements as necessary.

[> Olympus Global Third Party Code](#)

Regional Activities

Activities in Japan

◆ Opinion exchange sessions on chemical substances

In our aim to realize more effective and more efficient chemical substance management in the entire Group, every other month, we held opinion exchange sessions where knowhow on and experience in chemical substance management in the possession of each site was shared. Various themes that included management platforms for chemical substance information and specialized training on the handling of chemical substances were handled, with activities aimed at the successful sharing of the management platform and training tools and other topics raised in the course of the opinion exchange sessions currently being promoted.

◆ Safety measures based on risk assessments

To prevent serious accidents, each manufacturing site regularly performs risk assessments. For equipment and tasks identified as high risk, action plans for safety measures are devised and the status of those measures are followed up on through the Health and Safety Committee and other bodies. To give an example, measures were carried out for new risks arising from the introduction of new equipment and changes to processes and other areas, such as the change of blades used in the manufacturing process from single-edge razor blades to design knives and the change of twisting work using the wrist to work using jigs.

Activities in Americas

◆ Safety measures for sharp tools

(Olympus Surgical Technologies America)

To reduce cut wound accidents caused by sharp tools, which top the list of work-related accidents, the supervisor at each workplace orders inspections of blades prior to work and the reconfirmation of the position of hands and fingers upon using blades. Additionally, we posted repeated calls for attention upon using cutter knives and blades on onsite signage.

◆ Measures based on ergonomics

(Olympus Surgical Technologies America)

To reduce the occurrence of tendonitis, back pain, and stiff neck and shoulders caused by repeatedly performing work in the same posture for a prolonged period of time, we are working on making improvements to work posture through means such as adjusting cargo racks to their proper height and introducing height-adjustable worktables and chairs as well as by mitigating the burden on wrists with improved tool grips. Additionally, we deploy materials that promote understanding of ergonomics and are endeavoring to maintain the health of workers and improve their work efficiency.

Activities in Europe

◆ Safety evaluations upon the introduction of equipment

(KeyMed (Medical & Industrial Equipment) Ltd.)

Having identified instances of introducing new equipment as valuable opportunities to incorporate more effective safety measures than before, we conduct strict evaluations while factoring the point of view of health and safety specialists. To give a concrete example, upon the replacement of forklifts and pallet stackers that have reached their update timing, we introduced new equipment only after verifying that it was fitted with the latest safety equipment, such as seatbelts, operational warning lights, and impact sensors.

◆ Measures to prevent finger cut wounds

(Olympus Surgical Technologies Europe | Olympus Winter & Ibe GmbH)

As a measure against hand and finger cutting accidents, which account for a particularly large number of occupational accidents, we are taking ongoing safety measures that include attaching holders to blades and using the appropriate protective gear (gloves, finger sacks, finger tape, etc.).



◆ Measures based on noise exposure assessments (Olympus Medical Products Portugal, Unipessoal LDA)

To prevent noise-induced hearing loss and other health problems, we carry out “workplace noise exposure assessments” so that employees are not exposed to loud sounds for a prolonged period of time. Based on those risk assessments, we take appropriate measures such as wearing soundproofing covers and protective gear, revising work times, and taking other appropriate measures. In doing so, we reduce the risk to employees’ health.

Activities in China

◆ Measures for machinery and equipment based on risk assessment (Olympus Trading (Shanghai) Limited)

To maintain safety in the workplace, we carry out yearly risk assessments. As the risk assessment for FY2025 resulted in automatic label applicators being identified as high risk, we took measures for the applicators such as installing a protective fence to prevent entanglement as well as a gate to prevent entry into the equipment area by non-work-related personnel.

◆ Workplace safety inspection and drills to prepare for times of emergency (Olympus Trading (Shanghai) Limited)

Having positioned safety inspections as a key activity for maintaining safety in the workplace, we conduct them every quarter. In particular, we performed inspections while prioritizing fire safety and chemical substance management, and made improvements in the form of revising the layout of chemical substance vaults and organized emergency evacuation routes. Additionally, with the view that preparing for accidents should one occur is of equal importance, every year, we conduct evacuation drills that assume a fire has occurred and emergency response drills that assume ethylene oxide gas (EOG) has leaked.

Activities in Asia/Oceania

◆ Fostering of safety culture and Improved Safety Awareness Reinforcement Month (Olympus Vietnam Co., Ltd.)

Having designated every June as Safety Month, we spend that month enhancing employees’ awareness of safety and fostering a culture of safety in the workplace. In FY2025, based on the theme of “eliminating risks and ensuring safety and health in the workplace,” we prepared a safety tree dotted with leaves, each of which contained an employee’s thoughts on safety. In doing so, we shared those thoughts on safety throughout the company. Alongside that, we also conducted quizzes on health and safety, held lucky draw and conducted other efforts.



◆ Field survey on health and safety prior to operation of new facility

(Olympus Australia Pty Ltd.)

Ahead of the operation of a newly-built sterilization facility, members of the occupational health and safety division performed a field survey to verify whether it would be possible to further improve the health and safety aspects of the workplace environment. In addition to initiatives addressing equipment aspects such as ergonomic improvements, improvements to locations with fall risk, the storage of hazardous materials, the prevention of their leakage and the ventilation thereof, initiatives addressing operational aspects such as the establishment of first aid and consultation systems and the enhancement of training materials were also applied to improve safety in the workplace environment.

◆ Disaster prevention drills and associated lectures that assume a fire

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

As actions to address the dangers of fire and to prevent it, we held lectures with experts as guests as well as conducted evacuation drills in case of emergency. Through practice, we deepened understanding of quick and appropriate actions when a fire breaks out, including that involving evacuation routes and procedures.



◆ Training and enlightenment on safe driving

(Olympus Korea Co., Ltd.)

Given that traffic accidents can potentially lead to serious consequences, it is essential for all employees to increase their awareness of safe driving and adopt safe driving practices. For that purpose, throughout the year, we distributed messages in accordance with the time of year that covered the likes of the current state of traffic accidents, falling asleep at the wheel, and safe driving during the rainy season to boost awareness of safe driving.

Health Management and Better-Health Promotion

▼ Basic Approach and Priority Measures ▼ Health Promotion Initiatives

▼ Health Maintenance and Improvement Initiatives in Japan

Basic Approach and Priority Measures

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 ability of employees to perform their best in good physical and mental health 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 building 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

We conduct health promotion measures globally on the basis of initiatives in the three health categories: checkup & care, creating healthy habits, and mental health. We have set increasing knowledge about cancer and checkups as long-term priorities shared around the world and implement measures such as the provision of information on cancer, employee education, and provision of opportunities for cancer screening.

Category	Contents
Checkup & Care	Medical examinations
	Increasing knowledge about cancer and checkups
	Vaccinations against infectious diseases
Creating Healthy Habits	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.)

Priority Topic: Increasing Knowledge about Cancer and Checkups

We are undertaking activities globally to raise employee knowledge concerning cancer and raise awareness of the importance of screening with the objectives of raising cancer screening rates. Information about initiatives in different regions is shared through in-house social media and other means, and the entire Group is working together to implement cancer countermeasures.

Activities in Each Region

◆ Macmillan Coffee Morning, A Cancer Awareness and Charity Event

Olympus UK & Ireland

The Macmillan Coffee Morning, a charity event for supporting cancer patients and their families, was held for about one month. During the event, employees enjoyed light refreshments while sharing information to raise cancer awareness and support cancer patients.



◆ Campaign to Promote Endoscopy Tests

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

With the objective of increasing endoscopic examination participation rates, we analyze the factors that prevent employees from undergoing these examinations. Based on the results, we are working to improve the examination environment through initiatives such as holding seminars to deepen understanding of the importance of these examinations and creating and distributing guidebooks to all employees with information on the examination process and recommended healthcare institutions.



◆ Encouraging Endoscopic Examinations through Ambassadors

Olympus (Thailand) Co., Ltd.

We are working to reduce anxiety about endoscopic examinations by creating an environment where employees can undergo examinations with peace of mind. As a part of this initiative, we conduct activities where employees who previously underwent examinations serve as ambassadors, sharing information about their experiences in the importance of the examinations through in-house social media. Through this initiative, we are deepening employee understanding regarding endoscopic examinations and improving participation rates.



Information concerning the Olympus Group's cancer awareness-raising measures can be found [here](#).

[> Cancer Awareness Activities](#)

Measures concerning Checkup & Care

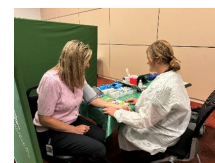
We implement medical examinations in each region aimed at the prevention, early detection, and early treatment of lifestyle-related and other illnesses. Furthermore, as measures for the prevention of infectious diseases, we provide opportunities for vaccination against influenza and so on.

Examples of Activities in Each Region

◆ Biometric Health Checkups

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

With the objectives of health promotion and prevention and early detection of diseases through regular monitoring of health condition, we provide employees and their spouses with examination opportunities including blood pressure measurement, waist measurement, BMI calculation, blood tests, and other screenings.



◆ Influenza Vaccinations

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), etc.

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



Measures to Create Healthy Habits

Maintaining and improving healthy lifestyle habits are the foundations for preventing disease. We actively conduct awareness-raising events and campaigns based on regional circumstances and needs.

Examples of Activities in Each Region

◆ BeWell Program (Wellness Activities)

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

The BeWell program provides various wellness activities to support overall employee well-being in the physical, mental, environmental, economic, and social domains. To encourage healthy habits, we collaborate with outside parties and provide employees access to monthly-on-demand online courses that focus on nutrition, fitness, mental health, and other topics.

Nutrition and Fasting Seminar Olympus Iberia S.A.U. (Spain) As part of the “Be healthy, Be happy” well-being campaign, the company conducted a seminar on how to effectively incorporate fasting and a balanced diet into one’s lifestyle.



◆ City Walk

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

To deepen understanding on the importance of exercise habits and promote team building, the company created 3 to 4 km routes in various locations around China and conducts walking activities by teams of several people each. More than 900 employees from locations in China participated, enjoying exercising while taking photos at checkpoints along the way.



◆ Providing Healthy Menu Options at the Employee Cafeteria

Olympus Vietnam Co., Ltd. (Vietnam)

To promote employee health, build a positive workplace environment, and improve employee motivation and performance, the company provides healthy menu options, salad and juice buffets, and other options in the employee cafeteria. The cafeteria also regularly incorporates international cuisine into the menu to expand both enjoyment and the range of options in an effort to increase employee satisfaction.



Measures concerning Mental Health

Initiatives concerning employee mental health are an extremely important topic. In each region, we are implementing a wide range of initiatives with creative approaches, including various awareness-raising seminars and events from the perspectives of both self-care and line care and establishing external consultation services and encouraging their use.

Examples of Activities in Each Region

◆ Mental Health Awareness Training

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

The Company conducted training for leaders on effective ways to respond appropriately to mental health issues among team members, including providing information and education on common signs and symptoms and consulting with Employee Assistance Programs (EAPs).

◆ Mental Health and Well-Being Podcasts

Olympus Surgical Technologies Europe (Germany)

To provide hints for employees to turn their attention to their own mental health, the company not only provides general information, but also regularly hold information distribution and sharing events called “Mental Health and Well-Being Podcasts” conducted by experts and employees.



◆ Mental Health Seminar Olympus (Beijing, Shanghai)

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

The company held a seminar led by a psychiatrist on the topic of “Self Stress Relief and Health Management.” The seminar, attended by approximately 150 employees, addressed self-checks, stress relief methods, and ways of dealing with sleep disorders.



◆ EAP (employee assistance program) Initiatives

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

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.



◆ Mental Well-Being Webinar

Olympus Medical Systems India Private Limited (India)

With the aim of enhancing various aspects of employee well-being including physical, mental, and financial, programs are conducted on a monthly basis under the title “Wave of Wellness Programme.” As one part of these activities, a seminar focusing on mental well-being was held, providing employees an opportunity to learn about healthy mindsets and mindfulness.



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 health promotion measures throughout Japan including domestic Group companies 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.

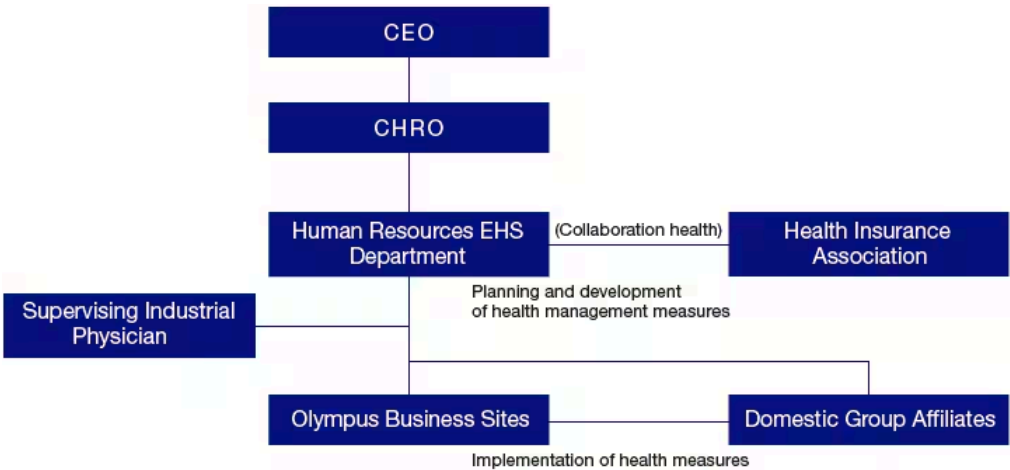
1. Olympus regards employee health as an important management issue and is committed to a corporate culture that places top priority on employee safety and health.

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.

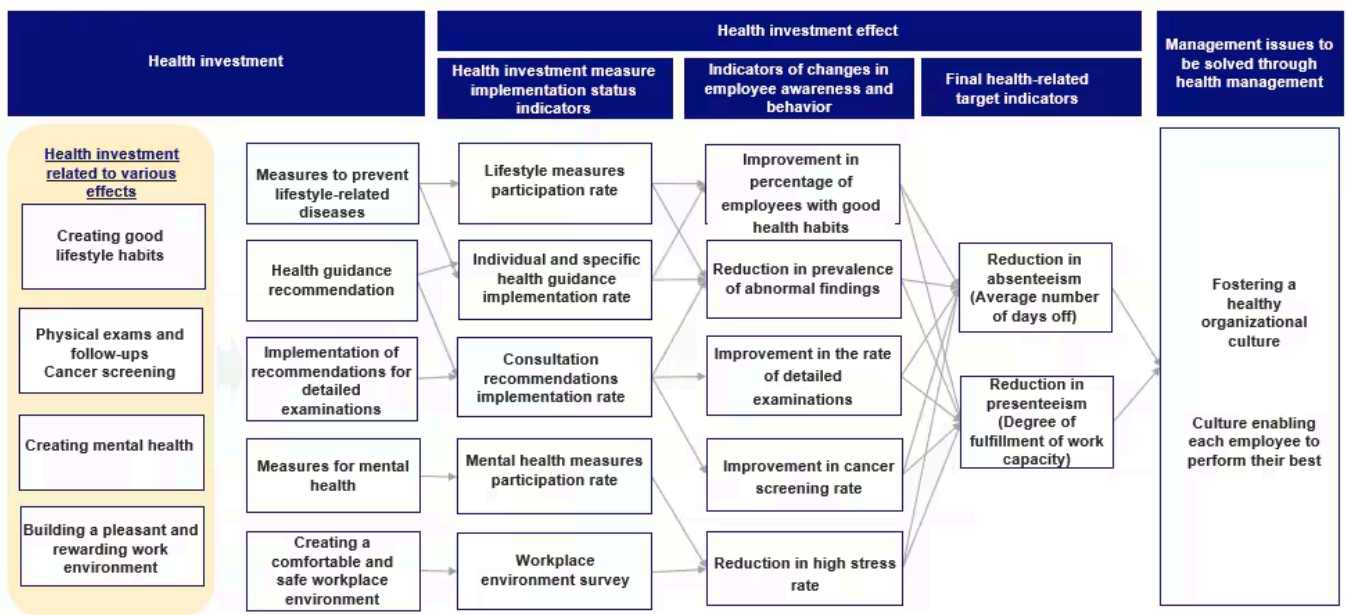
Health Promotion System

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. We set five-year targets for each item and work with management to conduct quarterly reviews of the progress and results of measures across the entire Olympus Group. The details of these reviews are used to enhance activity levels through feedback to Group companies and are also reflected in the following year's activity plans, leading to continuous improvement of health management initiatives.



Health Management and Better-Health Promotion

Based on the Health Management Strategy Map, by adopting checkups & care, creating healthy habits, and mental health as priority measures, various initiatives are actively ongoing to improve absenteeism, presenteeism, and work engagement, which are target indexes.

Measures concerning Checkup & Care

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.

◆ 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 have also maintained high rates for both (71.9% for gastrointestinal endoscopies and 63.3% for colonoscopies in FY2025).

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.

Following examinations, we ascertain the results and actively encourage those employees who require more detailed examinations to get them.

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
Stomach cancer (endoscope, pepsinogen examination)	35 years and older	100% coverage
Colorectal cancer (endoscope, fecal occult blood test)	35 years and older	100% coverage
Breast cancer/Cervical cancer	Women of all ages	100% coverage
Prostate cancer (PSA marker)	Men 50 years and older	100% coverage
Abdominal ultrasonography	40 years and older	100% coverage
Lung cancer (lung helical CT)	40 years and older	50% (upper limit of 5,000 yen, including tax)

Measures to Create Healthy 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 healthy lifestyle habits and are continuing to make improvements in each index.

Five Healthy Lifestyle Habits

- ◆ Exercise: Exercise for at least 30 minutes per day, at least two times per week, for at least one year
- ◆ Sleep: Fall asleep easily, sleep regularly, sleep for extended periods, and feel no sleepiness during the day to maintain good physical and mental condition
- ◆ Diet: Eat breakfast every day, whether or not one snacks, and awareness of nutritional balance and caloric intake
- ◆ No smoking: Daily smoking status (including electronic and heated cigarettes)
- ◆ Drinking: Drink no more than four days per week

Based on the results of health checkups and medical interviews, we set three areas—rest (sleep), diet, and exercise—as priority issues. Healthcare professionals at each site take the lead in implementing various activities to support independent action by employees.

Item	Activity
Exercise	Activities covering all domestic Group companies - Walking campaigns: Held for about one month four times annually. Approx. 3,000 employees participate each time - Subsidies for use of outside sports clubs (health insurance association) Activities at individual sites - Yoga seminars (approx. 80 employees at Aizu and Shirakawa); badminton classes (participation by approx. 70 employees at Aizu); exercise to prevent falling (Aomori) - Three-person team walking challenge (held four times annually at Shirakawa; participation by an average of 60 teams each time) - Blood pressure measurement and stress measurement sessions (participation by approx. 950 employees at Aizu); body competition measurement sessions (participation (approx. 290 employees at Hinode and Shirakawa)
	 2025冬のウォーキング・キャンペーン (フューチャリー) 実施期間: 2025年1月1日～1月30日 (30日間) エントリー期間: 2024年12月6日～2025年1月1日 参加対象: エントリー方法 達成ポイント: 2000ポイント
Sleep	Activities covering all domestic Group companies - Distribution of videos: Approx. 30 videos on knowledge and techniques for improving sleep habits were distributed (viewed a total of approx. 2,400 times) Activities at individual sites - Sleep seminar for new employees (participation by approx. 50 employees at Nagano and Shirakawa); sleep seminar (Shirakawa) - Sleep standard deviation measurement sessions (participation by approx. 640 employees at the Global Headquarters and Olympus Marketing); autonomic nervous system measurement session (participation by approx. 710 employees at Shirakawa)
	 睡眠改善 動画サービスのご案内 期間: 7月1日(月)～8月31日(土) 参加対象: オリジンバスグループの全従業員 視聴方法: 睡眠改善 動画サイト 内容: 27本の動画で睡眠についての知識や睡眠改善の方法を学ぶ
Diet	Activities covering all domestic Group companies - Seminar on improving the habit of skipping breakfast: "The Physiology of Food (Jobs) and Obesity" held in person and online Activities at individual sites - Nutrition seminar (participation by approx. 50 employees at Nagano, Shirakawa, and Aizu) - Acquisition of smart meal Certificate (Shirakawa) - Provision of healthy menu options in employee cafeteria (various sites); vinegar and soymilk tasting event (Shirakawa); provision of low-sodium dressing (Aizu)
	 生活習慣病対策 食習慣改善セミナー 「食(職)と肥満の生理学」 日時: 9月13日(金) 17時30分～18時30分 参加対象: オリジンバスグループの全従業員 オンライン: 東京厚生年金会「食・肥満と健康」 講師: 上田 隆一先生 (東京医科大学) 内容: 朝食と体内時計 食後のインシュリン 肥満・肥満症の理解
Smoking	Activities covering all domestic Group companies - Smoking rate as of March 31, 2025: 15.4% (down 0.2 points YoY) - Smoking prohibited facility-wide at each site - Provision of all expenses for smoking cessation treatment (health insurance association) Activities at individual sites - Smoking cessation support to smokers provided by industrial health staff members (all sites) - Smoking seminar for new employees (Hinode, Nagano, Aomori); lung age measurement session (Hinode); three-person team smoking cessation challenge (Shirakawa)

Item	Activity
Information dissemination and education	Activities covering all domestic Group companies ◆ Regular distribution of health information through in-house information distribution (8 times) Content: health checkups, cancer screening, mental health, sleep, eyestrain, hay fever (representative topics) ◆ WellsPort Navi (a health promotion support tool) introduced and health information columns and videos distributed twice monthly (health insurance association)

Measures concerning Mental Health

Mental health measures are becoming an increasingly important factor for responding to changes in work styles, such as diversification of work locations and hours. We are conducting stress checks simultaneously across Olympus Corporation and domestic Group companies so that employees can understand their own mental health status and utilize this information to create workplaces with high psychological safety. The participation rate is approximately 90%, about the same level as in previous years. We also reliably conducted interviews for high-stress individuals.

In addition, we conduct a wide range of activities including preventive measures through self-care seminars and line care training, counseling by specialists and external organizations for employees experiencing difficulties, and return-to-work support for employees on leave.

Self-care	Mental health education ◆ 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	Administrators education/support ◆ 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	Consultation services/return to work support ◆ Industrial physicians and medical professionals stationed at each site are available for consultation by employees and administrators. Interview with new employees ◆ Implementation of one-on-one interviews with all new employees and mid-career hires to support their education and understand their circumstances. Workplace status check ◆ 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.
Care provided by resources outside the business site	External psychologists, etc. ◆ Implementation of counseling by external psychologists by individual case ◆ Implementation of education seminars by external psychologists Establishment of external consultation services ◆ 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. Since 2022, we have held online seminars conducted by external lecturers (physicians) and received high evaluations from participants each time. We will continue to actively take measures with a focus on women's health issues.

Details of program conducted in FY2025

Topic: Balancing Menstrual and Gynecological Disorders with Work

Participants in live stream: 45 (the seminar was also distributed on-demand after the live stream) * 91% of the participants responded that they were satisfied with the content of the seminar.

Health Support for Expatriate Employees

As of the end of FY2025, 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.

- ◆ 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

Support for Stakeholders

Employee families

We believe that the health of employee families is an important factor that enables employees to work enthusiastically. For this reason, the health insurance association covers the cost when dependents undergo health examinations and cancer screenings. We also provide health examinations and vaccinations for family members who accompany employees on overseas assignments as well as health support during the term of the assignment.

External business partners

We recognize that the health of workers is important for creating better products and services, and we conduct surveys on the status of health promotion activities among our business partners with the aim of encouraging them to conduct such activities. We also regularly hold first-aid training sessions for external service providers.

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. Since then, 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 nine 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

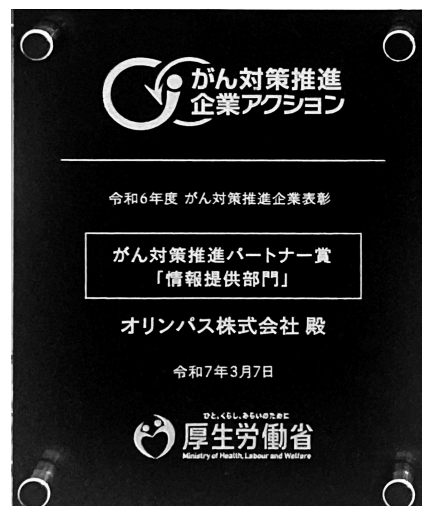


Olympus Marketing
Aizu Olympus Corporation

- [Olympus Certified as a 2025 White 500 Company for Outstanding Health and Productivity Management](#)
- [Ministry of Economy, Trade and Industry \(METI\) Certified Health & Productivity Management Outstanding Organizations Recognition Program \(Only in Japanese\)](#) 
- [Survey on Health and Productivity Management Results \(precision machines and other products \(Only in Japanese\) \(PDF: 397.5KB\)](#) 

Olympus Receives 2024 Corporate Action Program for Promoting Cancer Prevention

Olympus Corporation received the 2024 Corporate Action Program for Promoting Cancer Prevention from Corporate Action Program for Promoting Cancer Prevention, a Ministry of Health, Labor and Welfare commissioned project that encourages cancer control measures in workplaces with participation by approximately 5,500 companies and organizations nationwide. This award is presented to recognize companies that have contributed to improving employee health awareness and workplace environments through cancer-related information provision and health promotion initiatives. The Company was recognized for contributing to improved health awareness by employees through initiatives such as making almost all cancer screenings free of charge, establishing support systems for balancing treatment and work including special leave for employees receiving cancer and other treatments, and conducting e-learning about cancer screening for all employees.



Sports Yell Company Certification

Olympus has been certified as a Sports Yell Company for five 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 for second consecutive years.

> Olympus Certified as a 2025 Sports Yell Company by the Japan Sports Agency

Activity Results

Category	Contents			Outcomes			Target
				Unit	FY2024	FY2025	FY2028
Absenteeism ^{*1}				Days per person/year	1.05	1.53	< 2
Presenteeism ^{*2}				%	7.4	7.5	< 5
Checkup & Care	Regular physical exams and follow-ups	Rate of taking medical examinations (excluding long-term absentees)		%	100	100	Improve from the previous year
		Rate of employees in whom health issues were detected	Blood pressure	%	16.1	16.5	<12
			Blood lipids	%	28.4	28.7	<25
			Blood sugar	%	6.9	6.7	< 5
		Rate of follow-up interviews		%	22.0	17.8	Improve from the previous year
		Rate of implementation of follow-up interviews		%	99.6	99.1	Improve from the previous year
		Cancer screening	Stomach cancer		%	85.5	85.7
	Colorectal cancer		%	82.5	82.5	90 <	
	Breast cancer		%	82.9	84.0	75 <	
	Uterine cancer		%	78.0	78.8	72 <	

Category	Contents		Outcomes			Target
			Unit	FY2024	FY2025	FY2028
Creating Healthy Habits	Average number with five healthy habits*3		個	3.4	3.4	4 <
Mental health	Stress checks	Rate of taking of stress checks	%	91.6	88.9	Improve from the previous year
		Rate of employees with high stress	%	15.3	17.1	<12
		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			%	+5.1	+7.2	Improve from the previous year

*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%)

*3 Five healthy lifestyle habits: Number of people who have good habits concerning exercise, sleep, diet, smoking cessation, and drinking

Human Rights

Basic Approach and Policy

Olympus supports the United Nations Declaration of Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, 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 ascertain the status of the management of human rights issues internal to the Olympus Group in FY2023 and began conducting annual surveys in FY2024.

By conducting these surveys, Olympus confirms current conditions at the Olympus Group's major companies in each country for nine items including forced labor, child labor, working hours, wages and benefits, discrimination and equal opportunity, elimination of harassment and violence, and freedom of association. The results of the surveys conducted in FY2024 and FY2025 confirmed that all companies managed the surveyed items properly in accordance with local laws and regulations.

Furthermore, in light of regulatory trends in various countries, in FY2023 we conducted a human rights impact assessment with the cooperation of BSR at a manufacturing site in Japan that manufactures medical devices. Based on the results, we identified the need for the establishment of human rights standards as reference for the Olympus Group. To address this issue, in accordance with the Olympus Global Code of Conduct and the Olympus Group Human Rights Policy, we commenced formulating the Olympus Group Human Rights Guidelines in FY2024 and completed the Guidelines in FY2025. These guidelines set forth the concrete requirements applicable to all Olympus Group companies, referencing international standards such as those of the ILO, in relation 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 grievance mechanisms and remedies. We will link the Guidelines to survey items intended to ascertain the status of human rights

management, and they will be used to identify and mitigate human rights risks. While working to raise awareness of respect for human rights throughout the Olympus Group, we will strive not just to comply with laws and regulations, but also to pursue higher standards and deepen our initiatives.

Olympus conducted global human rights awareness activities through the use of e-learning and other means to explain 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 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." Our Inclusion Statement reinforces this by affirming our commitment to building a workplace where every individual—regardless of background, identity, or experience—is treated with respect, recognized for their contributions, and supported in achieving their full potential. 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 a implemented 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 consulter or harassment victim, ensuring consultation confidentiality, and preventing any adverse consequences from the consultation. Since FY2019, we have delivered the Harassment Prevention Guidebook to all employees of the 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.

[> Inclusion](#)

Initiatives with Suppliers

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

[> Procurement](#)

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.

Procurement

Basic Approach and Policy

The Olympus Group works to strengthen supply chain management (SCM) within the context of business continuity and sustainable value creation. In June 2021, we transitioned from a procurement policy to a broader supply chain policy aligned with our environment, society, and governance (ESG) initiatives. This shift fosters sound and fair transactions, such that we can do our part for the sustainable development of society.

We share these principles through internal and external communications, including our corporate website and training sessions, and also continue enhancing compliance by way of applicable laws, regulations, and social norms.

In 2023, we introduced the Olympus Global Third Party Code, replacing the previous Expectations of Suppliers. This code serves as a global standard, outlining Olympus' values and expectations for third parties, including respect for human rights, fair and lawful transactions, environmental responsibility, and zero tolerance for corruption. These criteria are now part of our social and environmental standards.

Under this framework, the Olympus Group is committed to building and maintaining relationships with trusted suppliers through fair, just, and transparent business practices.

➤ [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 around the globe, which requires compliance with relevant 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.

*Please 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 FY2024, we upgraded to a more comprehensive and globally standardized BCP and ESG assessment in collaboration with a leading risk solution provider. As of the end of FY2024, we have implemented online BCP and ESG assessments with approximately 1,250 suppliers globally.

As of the latter half of FY2025, we have analyzed the BCP responses conducted as part of on-site inspections and corrective guidance for some high-risk suppliers.

Response to Conflict Minerals

Olympus supports global efforts to eliminate the use of conflict minerals, the proceeds of which fund armed conflict in the Democratic Republic of the Congo and neighboring regions. These minerals—tantalum, tin, tungsten, and gold (3Tg)—are often linked to serious human rights violations. Olympus aligns with global standards, including U.S. regulations and OECD guidance, participating in industry efforts such as the Responsible Minerals Trade Working Group under JEITA. Promoting transparency in our supply chains, we are committed to procuring parts and materials in a manner that respects human rights and avoids contributing to armed conflict.

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, Olympus implemented the "Declaration of Partnership Building" to build stronger 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 the procurement function, which is a highly specialized department in business transactions.

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.

Cancer Awareness Activities

Cancer Awareness and Support Activities around the World

As a global MedTech company with key products such as endoscopes in the field of cancer screening, detection and treatment, the Olympus Group bears a great social responsibility. It takes more than our innovative products and services to fulfill our Purpose "Making people's lives healthier, safer 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, cancer survivors, and their families during the healing process.

Endoscopes are used to test for and treat a variety of diseases. Stomach and colorectal cancers, for example, have a high chance of being cured with early detection and treatment, and endoscopes contribute to the detection and treatment of these cancers. However, cancers present almost no symptoms in their early stages, many precious lives are lost due to missed opportunities for early detection and treatment without cancer screening and detailed examinations.

To raise awareness among as many people as possible of the importance of the early detection and treatment of cancer, Olympus is engaged in a variety of cancer awareness activities around the world.

[> Global](#)

[> Japan](#)

[> Americas](#)

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

[> China](#)

[> Australia & New Zealand](#)

[> Korea](#)

Colorectal Cancer Awareness Activities across the World - “Dress in Blue”

In order to contribute to reducing the number of people who die from colorectal cancer, Olympus is carrying out colorectal cancer awareness activities globally throughout the Olympus Group during Colon Cancer Awareness Month in March of each year. One of these activities is "Dress in Blue," an activity in which participants come to work wearing blue clothing, the colorectal cancer awareness symbol color, in conjunction with Colorectal Cancer Awareness Month every year. Photos of employees dressed in blue are posted on the internal and external social media to spread awareness of the importance of prevention and early detection information in and outside of the company. In addition, donations will be also made to NPOs working against colorectal cancer in each region based on the number of employees who take part in the photo shoot.



Promoting Cancer Awareness Activities to Improve the Rate of Gastric and Colorectal Cancer Screenings

Olympus 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.

Encouraging Cancer Screening in Cooperation with Local Governments

In Japan, public health care administrations conduct public cancer screening for citizens. Olympus supports the activities of local governments that aim to achieve a cancer screening rate of more than 60%. By entering into agreements to address cancer with these local governments and providing materials for use in encouraging people to undergo cancer screening and detailed checkups, this is contributing to improving rates of stomach and colorectal cancer screening and detailed checkups.

- ◆ Providing leaflets encouraging residents to undergo stomach and colorectal cancer screening and detailed checkups, to be included when the cancer countermeasure departments of local governments send out cancer screening information.
- ◆ Providing stomach and colorectal cancer screening awareness posters to be displayed in public facilities and medical institutions.



Leaflet



Poster

Operating the Website "Onaka-Kenکو.com"

Olympus operates the website "Onaka-Kenکو.com" under the supervision of medical experts to provide as many people as possible information on various diseases of the digestive tract, cancer screening, endoscopic examinations and treatment. It supports the maintenance of people's health by continuing to provide proper information.

Olympus has largely revamped the Onaka-Kenکو Website in 2025, marking more than 20 years since the site first went online. Changes include improvements in operability, a more relatable design, and expanded content.

➤ [Onaka-Kenکو.com](#)



Cancer Education Activities "Endoscope Class" for Students

Olympus provide "Endoscope Class" at junior and senior high schools in Tokyo, where lectures of the importance of early detection and treatment of cancer, endoscopes, and experience of endoscopy were conducted.

And at Olympus manufacturing sites in Japan, we also hold endoscopy classes for local elementary and junior high school students and participate in local events to help students learn about endoscope that contributes to maintaining our health through the early detection and treatment of cancer.

➤ [Endoscope Class](#)

➤ [Let's Learn about Endoscopes](#)



Americas

Promoting Colorectal Cancer Awareness Activities across the Americas

Colorectal cancer (CRC) initiatives are implemented across Olympus in the Americas during National Colorectal Cancer Awareness Month in March and throughout the year. These programs are dedicated to raising awareness internally and externally about colorectal cancer and the Olympus Group's commitment to prevention, early detection and treatment. Internally, our goal is for employees to understand the Olympus Group's role in combating colorectal cancer.

Externally, we partner on programs that aid the public in understanding the importance of early detection and the national recommended screening age. 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 helping to combat colorectal cancer and providing access and information 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.

➤ [Don't miss out on life's greatest moments | Colonoscopy Today](#)

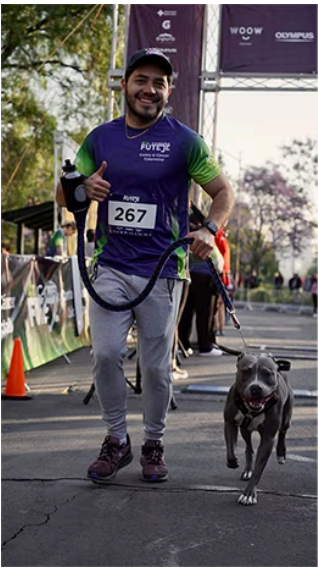
Get Your Rear in Gear

Every year Olympus Corporation of the Americas (hereafter, OCA) partners with our national non-profit partner, the Colon Cancer Coalition. Part of our national sponsorship of the organizations includes the Get Your Rear in Gear 5 km walk/run colon cancer awareness event held in cities throughout the US. As part of the sponsorship, OCA is the presenting sponsor of the events closest to our which include San Francisco, Seattle, Minneapolis, and Boston.



Futeje CRCA Race

A new annual sponsorship of Futeje, a CRC awareness and advocacy group in Mexico. Sponsorship money went to their walk/run in which Olympus was the presenting sponsor.



Colorectal Cancer Awareness Month

OCA provides an annual donation to the Colorectal Cancer Alliance whose mission is to promote the importance of colorectal screening, provide live navigation from a Certified Patient and Family Support Navigator, and invest in research for a cure for colorectal cancer.



EMEA (Europe, Middle East & Africa)

Cancer Awareness Activities in EMEA

Staircase Challenge for Lung Cancer Awareness Month

For the third year in a row, Olympus employees in Germany, Switzerland, and Austria have participated in the Lung Cancer Awareness Month staircase challenge. Step up, step down for a good cause: each stair earns a donation. A total of 54.138 stairs were climbed in FY2025, with the total donation sum used to support the Hamburg and Berlin Cancer Societies. These organizations accompany cancer patients and their families for treatments, promote cancer research in Hamburg and Berlin, and provide information on various topics such as cancer prevention and healthy nutrition.



B2 Run Hamburg and Berlin with Foundation of Youth Adults with Cancer

Once again, the B2 Run was held in Hamburg and Berlin for the purpose of raising funds for the German foundation of young adults with cancer and raising awareness of health and cancer. In FY2025, more than 150 Olympus employees and 37 young people with cancer participated together.



Colorectal Cancer Prevention Initiatives

Olympus in EMEA supports a variety of initiatives to raise awareness of colorectal cancer prevention both inside and outside the company in the EMEA region. 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. And the purpose of our initiatives for employees as important stakeholders are to raise awareness and draw attention to the importance of information and knowledge on screening and early detection, we regularly provide educational communication and activities about colorectal cancer for employees.

China

Cancer Awareness Project in China

Digestive Tract Cancers Awareness Campaign

In FY2025, a total of 28 healthcare lectures were held in 11 cities as part of this annual cancer awareness campaign carried out in China. These lectures were held in local communities. We invited doctors to talk to residents about early screening and endoscopy for gastrointestinal (GI) cancers. We then provided attendees with a simple H. pylori self-test. By participating in these projects, residents became more aware of the need to have an endoscopy and take the initiative to do so.

➤ [CSR年度报告-OLYMPUS中国官方网站](#)



Consultation



Healthcare Lecture

Medical Student Education Project

Olympus, in collaboration with the China Education Support Programme, launched the Medical Student Education Project targeting rural residents by way of medical university students. It encourages the students majoring in medical science to apply their knowledge in practice by reaching out to rural areas that lack easy access. They strive to popularize cancer awareness and treatment of digestive diseases, thereby enhancing health awareness amongst rural residents.



C-TEC (Olympus China Medical Training & Education Center) Tour



Cancer Awareness Lecture

Australia & New Zealand

Various Cancer Awareness Activities

OAZ (Olympus Australia Pty Ltd. and Olympus New Zealand Limited) has undertaken several varying activities in an effort to raise awareness pertaining to cancer. By partnering with established NGOs including not-for-profit organizations, OAZ has four key initiatives. The first is to increase community awareness. The second initiative is to provide aid - financially or equipment to aid NGO's campaigns. The third is to provide professional education opportunities to developing countries by supporting with the Australia & New Zealand Gastroenterology International Training Association (ANZGITA). And the last one is to create public education opportunities. By partaking in these activities, OAZ hopes that there will be three broader outcomes:

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

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



Evelyn's Morning Tea



Operation Ouch 2020

Supporting Initiatives for Cancer Survivors

"Going-on" Campaign

Despite the increase of the cancer survival rate (70.8%, Korean domestic cancer survival rate) with an early cancer screening and development of treatment technology, our society has not yet embraced cancer patients and survivors. Olympus developed and runs the "Going-on" campaign in Korea which is designed to support cancer survivors' 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 such as "Going-on Diary", "Going-on Concert", "Going-on Walk", "Going-on Studio", and "Going-on Talk".

1. Going-on Diary: Cancer survivors write a short diary via mobile application and share it with each other to look back on the meaning of life and themselves as well as encouraging each other to return to work as members of society. After the program ends, an exhibition will be held at the hospital using the diaries.
2. Going-on Concert: This event is intended to provide an opportunity to enjoy culture and arts to improve the emotional stability and quality of life of cancer survivors and their families.
3. Going-on Walk: This event is an eco-friendly CSR activity in which cancer survivors and Olympus employees walk together and pick up trash.
4. Going-on Studio: This program provides the necessary support for video production, enabling creators who have experienced cancer to regain vitality through communication with the general audience.
5. Going-on Talk: Cancer survivors participate as speakers, sharing their life stories with the general public. This project fosters rapport through conversations with a psychiatrist.

> [올림푸스 \(olympus.co.kr\)](http://olympus.co.kr) ■



Going-on Diary



Going-on Concert



Going-on Walk



Going-on Studio



Going-on Talk

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*
FY2025	1,100	188,612,856 yen

* Total donations globally. The average exchange rate during applicable period is used.

◆ Charitable Donation Results

January 10, 2024 > [Olympus Donates for the 2024 Noto Peninsula Earthquake Relief](#)

May 7, 2025 > ["Dress in Blue" Colorectal Cancer Awareness Campaign](#)

ESG Data

Social Data

Updated August 19, 2025

*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 assurance.

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

Employee Data

Number of employees		Unit	FY2021	FY2022	FY2023	FY2024	FY2025
Global		Persons	31,653	31,557	32,805	28,838	29,297
Olympus Corporation			4,775	3,478	2,727	3,037	2,695
Full-time employees			4,232	2,995	2,319	2,834	2,494
	Men		3,473	2,359	1,727	2,001	1,699
	20s and younger		390	229	147	175	127
	30s		800	480	372	474	418
	40s		1,025	680	509	612	557
	50s or older		1,258	970	699	740	597
	Women		759	636	592	833	795
	20s and younger		132	86	65	87	77
	30s		254	219	221	263	241
	40s		272	229	212	301	294
	50s or older		101	102	94	182	183
	Excluding full-time employees		543	483	408	239	201
	Men		252	234	189	209	178
	20s and younger		38	35	28	0	0
	30s		58	55	50	2	1
	40s		73	76	57	1	2
	50s or older		83	68	54	206	175
	Women		291	249	219	30	23
	20s and younger		31	26	23	1	0
	30s		58	49	41	2	1
	40s		107	94	84	5	3
	50s or older		95	80	71	22	19
Group companies in Japan*			8,792	9,379	10,192	8,668	8,725
Full-time employees			6,808	6,854	7,839	7,362	7,462
	Men		4,866	4,910	5,765	5,347	5,358
	20s and younger		1,169	1,128	1,129	986	920
	30s		1,455	1,502	1,681	1,672	1,621
	40s		1,264	1,325	1,625	1,530	1,601
	50s or older		978	955	1,330	1,159	1,216
	Women		1,942	1,944	2,074	2,015	2,104
	20s and younger		729	734	706	633	619
	30s		632	620	632	642	662
	40s		435	435	518	510	541
	50s or older		146	155	218	230	282
	Excluding full-time employees		1,984	2,525	2,353	1,306	1,263
	Men		1,176	1,394	1,226	464	442
	20s and younger		229	284	166	56	41
	30s		339	500	397	138	145
	40s		289	324	307	71	67
	50s or older		319	286	356	199	189
	Women		808	1,131	1,127	842	821
	20s and younger		146	181	126	77	55
	30s		280	410	401	302	276
	40s		266	383	409	313	299
	50s or older		116	157	191	150	191

* In FY2025, the following nine companies: Olympus Medical Systems, Olympus Marketing, Nagano Olympus, Aizu Olympus, Aomori Olympus, Shirakawa Olympus, Tmedix, 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		Unit	FY2021	FY2022	FY2023	FY2024	FY2025
Olympus Corporation			35	40	53	58	67
	Men		17	24	33	35	41
	Women		18	16	20	23	26
Group companies in Japan			17	35	35	31	35
	Men		10	22	22	19	22
	Women		7	13	13	12	13
Ratio of top management positions		%	—	—	—	43.0	50.0
Ratio of senior management positions		%	—	—	—	21.0	31.1

Number of reemployed retired workers	Unit	FY2021	FY2022	FY2023	FY2024	FY2025
Olympus Corporation	Persons	289	157	166	221*	183
Group companies in Japan		165	—	178	225*	179

*Data from prior years was corrected to reflect revised aggregate data.

Average number of years of services	Unit	FY2021	FY2022	FY2023	FY2024	FY2025
Olympus Corporation	Years	14.41	14.32	13.85	13.88	13.53
Group companies in Japan		—	—	—	10.12	10.88

Number of staff leaving		Unit	FY2021	FY2022	FY2023	FY2024	FY2025
Olympus Corporation		Persons	628	1,389	237	373	273
	Of which number of voluntary leavers		275	230	105	199	166
	Men		—	—	—	142	137
	Women		—	—	—	57	29
Group companies in Japan			294	417	388	275	309
	Of which number of voluntary leavers		223	260	257	188	239
	Men		—	—	—	115	170
	Women		—	—	—	73	69

Employees with disabilities		Unit	FY2021	FY2022	FY2023	FY2024	FY2025
8 special-purpose subsidiaries of Olympus Group*	Employment rates (%)	%	2.63	2.58	2.78	2.85	2.89
	Number of employed workers	Persons	293	274	263	266	269

* Olympus, Olympus Medical Systems, Olympus Marketing, Nagano Olympus, Aizu Olympus, Aomori Olympus, Shirakawa Olympus, Olympus-Supportmate

Ratio of females in each category		Unit	FY2021	FY2022	FY2023	FY2024	FY2025
Global	All employees	%	—	—	—	38.4	41.3
	Management positions		—	—	—	25.4	27.7
	Junior management positions		—	—	—	22.0	24.2
	Top management positions		—	—	—	16.1	16.7
	Management positions in revenue-generating functions		—	—	—	20.5	21.2
	STEM-related positions		—	—	—	17.5	18.7
			—	—	—	17.5	18.7
Olympus Corporation*	All employees		—	—	—	19.5	23.4
	Management positions		4.6	6.0	7.2	9.1	10.1
	Junior management positions		—	—	—	13.9	14.1
Group companies in Japan	All employees		—	—	—	33.6	42.4
	Management positions		—	—	—	8.9	9.1

* From FY2024, employees affiliated with Olympus and Olympus Medical Systems

Childcare leave		Unit	FY2021	FY2022	FY2023	FY2024	FY2025
Olympus Corporation*	Rate	Men	—	41.3	70.2	88.0	98.2
		Women	—	100.0	94.0	100.0	94.0
	Period	Men	—	41.1	26.5	53.9	59.6
		Women	—	367.4	354.1	354.1	312.8
Group companies in Japan	Rate	Men	—	—	—	79.2	96.6
		Women	—	—	—	98.0	97.0

* From FY2024, employees affiliated with Olympus and Olympus Medical Systems

Workstyle		Unit	FY2021	FY2022	FY2023	FY2024	FY2025
Olympus Corporation	Monthly average overtime hours *1*2	Hours	6.58	7.90	8.53	10.52	14.66
	Paid leave *3	Average number of days	11.4	12.4	13.6	14.3	14.1
		Usage rate	—	—	—	72.9	72.0
	Work-from-home system users*3	Persons	4,775	3,478	2,727	5,280	5,671
Group companies in Japan	Monthly average overtime hours *2	Hours	5.99	5.67	9.50	12.17	12.22
	Paid leave	Average number of days	10.4	11.0	12.7	13.3	13.8
		Usage rate	—	—	—	68.9	72.6
	Work-from-home system users	Persons	6,007	6,974	8,433	4,396	4,268

*1 For FY2025, employees affiliated with Olympus and Olympus Medical Systems.

*2 The calculation method used until FY2023 differs, as it is based on average annual overtime hours.

*3 From FY2024, employees affiliated with Olympus and Olympus Medical Systems.

Recruitment		Unit	FY2021	FY2022	FY2023	FY2024	FY2025
Olympus Corporation	Number of newly employed	total	93	241	243	322	236
		New graduates: Male	—	—	—	34	51
		New graduates: Female	—	—	—	18	27
		Mid-career hires: Male	—	—	—	201	114
		Mid-career hires: Female	—	—	—	69	44
		Ratio of female workers hired	—	—	—	27.0	30.0
	Ratio of competition in recruitment	Men	—	—	—	32.7	40.0
		Women	—	—	—	33.3	42.1
		All*1	87.0	82.5	79.3	89.5	83.1
		New graduates*2	95.6	91.6	84.4	92.9	95.6
Group companies in Japan	Job retention rate	Men	88.5	89.3	78.8	89.3	90.3
		Women	82.4	69.2	80.6	89.8	66.0
		All*1	87.0	82.5	79.3	89.5	83.1
		New graduates*2	95.6	91.6	84.4	92.9	95.6
	Number of newly employed	total	460	281	158	139	177
		Ratio of competition in recruitment	89.3	88.8	81.5	80.9	88.3

*1 The percentage of those who remain in the company as of March 31, 2025, out of those employed from April 2022 to March 2023 (including new graduates and mid-career employment)

*2 The percentage of those who remain in the company as of March 31, 2025, out of those employed as new graduates in April 2022

Average annual salary		Unit	FY2021	FY2022	FY2023	FY2024	FY2025
Olympus Corporation		Yen	—	—	9,652,126	10,410,683	10,459,502

Wage gap between male and female employees		Unit	FY2021	FY2022	FY2023	FY2024	FY2025
Olympus Corporation	All employees	%	—	—	70.7	77.1	71.4
	Full-time employees		—	—	70.5	76.4	70.4
	Part-time and fixed-term employees		—	—	64.3	72.0	70.6

Labor union*		Unit	FY2021	FY2022	FY2023	FY2024	FY2025
Olympus Corporation	Number of union members	Persons	—	—	4,636	4,571	4,453
	Enrollment rate	%	—	—	69	68	68

*All permanent employees excepting those in management positions are members of the labor union.

Human Capital Return on Investment (ROI)		Unit	FY2021	FY2022	FY2023	FY2024*	FY2025
Global	Revenue (a)	Million yen	730,544	868,867	881,923	925,752	997,332
	Operating expenses (b)		357,032	405,399	420,547	466,758	495,654
	Employee-related costs (c) (Salary, bonuses and other benefits)		213,793	227,191	230,325	261,625	283,753
	Human Capital Return on Investment (a-(b-c))/(c)	%	2.7	3.0	3.0	2.8	2.8

* From FY2025Q1, Orthopedic Business has been reclassified as a discontinued operation. Accordingly, we restated the relevant figures for FY2024.

Employee Development Training		Unit	FY2021	FY2022	FY2023	FY2024	FY2025
Olympus Corporation	Training hours per employee	Hours	—	—	—	15.5	19.8
	Training costs per employee	Yen	—	—	—	103,437	80,997

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

China: Olympus (China) Co., Ltd. (regional headquarters) and its major subsidiaries

Asia/Oceania: Major manufacturing sites and major subsidiaries

Note: Prior to FY2022, data from the scientific solutions business are included.

External Certification (Occupational Safety and Health Management Systems)

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

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

Number of Fatalities*

	FY2021	FY2022	FY2023	FY2024	FY2025
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)★
China	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.

* Figures in parentheses indicate contractors

Number of Lost Time Injuries*

	FY2021	FY2022	FY2023	FY2024	FY2025
Global	31	27	31	28	32★
Japan	2	2	6	3	1★
Americas	4	12	2	8	5★
Europe	19	9	18	16	19★
China	0	2	1	0	0★
Asia/Oceania	6	2	4	1	7★

★ Indexes certified by external assurance.

* Figures indicates employees

Lost Time Injuries (of one day or more) Frequency Rate* of Employees [LTIFR]

	FY2021	FY2022	FY2023	FY2024	FY2025
Global	0.62	0.56	0.66	0.60	0.68 ★
Japan	0.07	0.08	0.27	0.13	0.05 ★
Americas	0.39	1.13	0.22	0.86	0.49 ★
Europe	2.58	1.26	2.33	2.22	2.58 ★
China	0.00	1.91	0.28	0.00	0.00 ★
Asia/Oceania	1.49	0.46	0.92	0.23	1.65 ★

★ Indexes certified by external assurance.

* 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* [LTIFR]

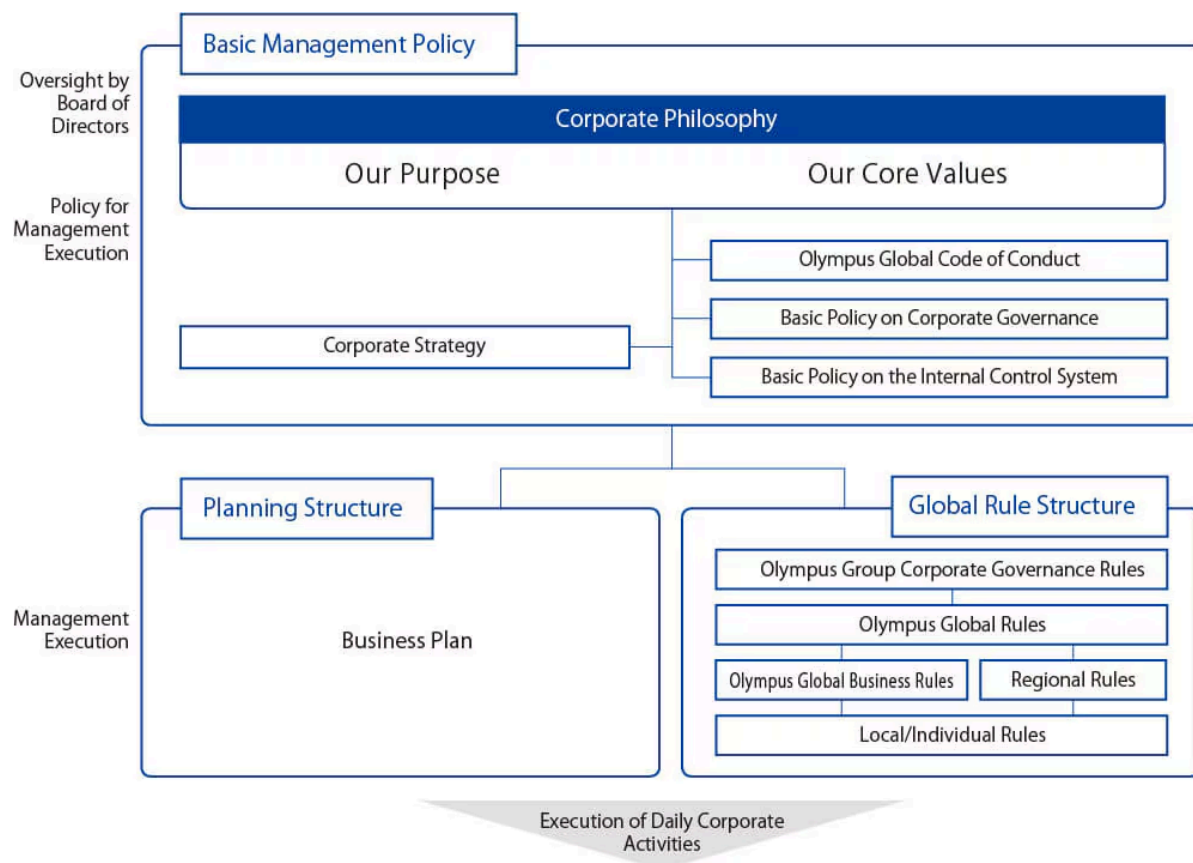
	FY2021	FY2022	FY2023	FY2024	FY2025
Japan	0.00	0.76	0.40	0.69	0.29 ★

* 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

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 \(PDF: 101.2KB\)](#)
- [Basic Policy on the Internal Control System](#)

Corporate Governance

➤ Basic Policy for Corporate Governance (PDF: 101.2KB)

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, 2025) (PDF: 1.8MB)

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.

Communication with Stakeholders

Basic Approach and Policy

The Olympus Group is committed to "making people's lives healthier, safer, and more fulfilling." This is our corporate philosophy and the fundamental concept underlying our activities, enabling us to respond to the highest expectations of our stakeholders, conduct ourselves as a model corporate citizen, and work towards sustainable growth together with society.

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 around the globe, which requires compliance with relevant 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 divulgation of financial closing information, the period from the end date of financial closing until the date of announcement of financial results shall be set as a "quiet period," during which officers and employees shall refrain from making comments or answering questions that relates to financial results. Provided, however, the same shall not apply in the case where any event subject to Timely Disclosure occurs or if the actual financial results materially diverges from the forecast, Olympus Shall disclosure such information as required by the Timely Disclosure Rules of the Tokyo Stock Exchange.

Applicable Scope

The Information Disclosure Policy of Olympus is applicable to all Olympus group companies.

Compliance

▼ Basic Approach and Policy ▼ Promotion Structure ▼ Initiatives ▼ Systems and Mechanisms

Basic Approach and Policy

Because What We Do Matters Olympus Global Code of Conduct

What we do at 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. The updated Global Code of Conduct went into effect on March 31, 2025 and is available online in 18 languages.

► [Olympus Global Code of Conduct](#)

Acting with Integrity Matters

The Olympus Global Code of Conduct reflects our enduring legacy of innovation, meaningful impact, 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 patients, customers, suppliers, and third-party business partners respectfully, 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), 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, consulting with the CCO as needed. The CCO, together with the members of the CCO’s global leadership team—including the Regional Chief Compliance Officers (RCCOs)—, work with the regional compliance teams to ensure that compliance activities in the Olympus regions are carried out, and that they reflect best practices through the Compliance Management System. 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 FY2025 the Legal Function and the Governance, Risk & Compliance Function combined into one organizational team, now known as the Legal, Risk & Compliance Function (LRC) under the leadership of the Global General Counsel. This enhanced LRC Function and organizational design, effective October 1, 2024, will improve collaboration among these subfunctions, creates a more streamlined and effective team, and further strengthens risk management for Olympus.

Compliance Management System (As of October 1, 2024)



Compliance with Laws and Regulations

In FY2025 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 FY2025 improvements included streamlining internal reporting to enhance the Global Internal Investigations Committee's oversight capabilities, and provided training for stakeholders across regions, about the Olympus Global Policy for Internal Investigations further enhancing investigation skills, harmonizing management of reported concerns, and the conduct of internal investigations.

[> 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 FY2025 Olympus received 612 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 FY2025, 54% 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. The table below provides an overview of the eLearning courses delivered globally by our Compliance function in FY2025.

	Japan		Americas		EMEA		APAC		China		Global (total)	
												
Olympus Global Code of Conduct Training	10,675	94%	5,098	100%	4,791	94%	2,442	100%	1,838	99%	24,844	95%
Anti-Bribery and Anti-Corruption Training	10,780	94%	4,901	100%	5,975	95%	2,442	100%	1,771	99%	25,869	97%
Third Party (Compliance Risk) Management Training	3,419	94%	2,868	100%	3,500	93%	2,026	100%	1,452	98%	13,265	97%



Number of assignments to e-learning course



Completion Rate (% of assigned employees who have completed the course)

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

- Chinese (Simplified) | 中文（简体） (PDF: 8.2MB) 
- Chinese (Traditional) | 中文（繁体） (PDF: 8.0MB) 
- Czech | čeština (PDF: 7.7MB) 
- English (PDF: 7.7MB) 
- French (Canadian) | Français (Canadien) (PDF: 7.7MB) 
- French (European) | Français (Européen) (PDF: 7.7MB) 
- German | Deutsch (PDF: 7.7MB) 
- Italian | Italiano (PDF: 7.7MB) 
- Japanese | 日本語 
- Korean | 한국어 (PDF: 7.9MB) 
- Polish | Polskie (PDF: 7.7MB) 
- Portuguese (Brazilian) | Português (Brasileiro) (PDF: 7.7MB) 
- Portuguese (European) | Português (Europeu) (PDF: 7.7MB) 
- Russian | русский (PDF: 7.8MB) 
- Spanish (European) | Espanol (Europeo) (PDF: 7.7MB) 
- Spanish (Mexican) | Espanol (Mexicano) (PDF: 7.7MB) 
- Thai | ภาษาไทย (PDF: 7.8MB) 
- Vietnamese | Tiếng việt nam (PDF: 7.8MB) 

Anti-Corruption

Systems and Mechanisms

Prevention of Bribery

The Olympus Group will never engage in actions that could be deemed to be bribery in its dealings with any of its business partners, such as government officials, and employees of government agencies (including international agencies), or any other parties. In addition to having established our own rules based on key laws and regulations and thoroughly educating our employees on those rules, we are working on the prevention of actions that could be interpreted as bribery by tightening the rules governing external business dealings and internal approval system as well as by implementing process controls. With [the Global Code of Conduct \(PDF: 7.7MB\)](#) , the Olympus Group has established a key guideline to preventing bribery, which has been disclosed on its website.

- › [Olympus Global Code of Conduct \(PDF: 7.7MB\)](#) 
- › [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. We also implement similar memorandums of understanding with existing business partners at contract renewal or other opportunities, even in the case where the relationship predates the establishment of these regulations.

In addition, our subsidiaries outside Japan carry out due diligence in the different regions in which they operate, in order to fulfill their obligations pertaining to the relevant laws, regulations, and established standards specific to their regions.

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" and have since been committed to centralizing material non-public information within the Olympus Group, to determine whether certain information qualifies as material non-public information, and to appropriately manage material non-public information. In addition, the "Insider Trading Prohibition Rules", enacted in June 2012, explicitly prohibit the trading of stocks while possessing material non-public information, and continuous education and training about these regulations is provided to employees.

We have established internal rules concerning the trading of Olympus's shares by directors and officers. These rules require, among other procedures, the submission of a "Request for Pre-clearance of Purchase and Sale of Securities," and are strictly enforced to ensure compliance. In FY2025, e-learning programs to prevent insider trading were implemented for all employees of the Olympus Group in Japan, as well as our employees at our overseas locations, who are more likely to handle material non-public information. There have not been no instances of insider trading in FY2025, as in previous 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) 
- Chinese (Simplified) | 中文（简体） (PDF: 5.2MB) 
- Chinese (Traditional) | 中文（繁体） (PDF: 5.2MB) 
- Czech | čeština (PDF: 5.0MB) 
- English (PDF: 5.0MB) 
- French (Canadian) | Français (Canadien) (PDF: 5.1MB) 
- French (European) | Français (Européen) (PDF: 5.1MB) 
- German | Deutsch (PDF: 5.1MB) 
- Italian | Italiano (PDF: 5.0MB) 
- Japanese | 日本語 (PDF: 928.8KB) 
- Korean | 한국어 (PDF: 5.1MB) 
- Polish | Polskie (PDF: 5.1MB) 
- Portuguese (Brazilian) | Português (Brasileiro) (PDF: 5.1MB) 
- Portuguese (European) | Português (Europeu) (PDF: 5.1MB) 
- Russian | русский (PDF: 5.1MB) 
- Spanish (European) | Espanol (Europeo) (PDF: 5.0MB) 
- Spanish (Mexican) | Espanol (Mexicano) (PDF: 5.1MB) 
- Vietnamese | Tiếng việt nam (PDF: 5.1MB) 

Whistleblowing System

Whistleblowing System

The Olympus Group has an open-door policy for sharing concerns. We encourage openness and transparency throughout our organization. The management team and all employees are empowered and expected to speak up, ask questions, and share concerns of potential misconduct, without fear of consequence or retaliation, when shared in good faith. Everyone has a responsibility to report known or suspected misconduct. To optimize and facilitate an environment of openness, the Olympus Group offers several avenues for the management team, employees and others to speak up about any potential misconduct. This means all employees, including management, can speak directly to managers and supervisors, the Compliance Function, Human Resources, the Legal Function, or through a global reporting system, known as the Olympus Integrity Line, which is available to the Olympus management team, all employees, business partners, and other third parties who wish to report a concern. This system is managed by a third-party company independently 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. Interpreters are available to ensure concerns are understood. The Compliance Function has a cross-functional team that meets regularly to continuously improve the effectiveness of the Integrity Line and reporting processes.

Integrity Line (Global Hotline System)

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)

External Helpline (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

Regional Internal Compliance Helplines

Japan	: JP-Compliance-Helpline@olympus.com  2951 Ishikawa-machi, Hachioji-shi, Tokyo, 192-8507, Japan Olympus Corporation
Asia Pacific	: Compliance.apac@olympus.com 
China	: China_Helpline@olympus.com.cn 
Europe, Middle East and Africa	: compliance.emea@olympus.com 
Americas	: compliance@olympus.com  484-896-4472

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 adhere to the principle that profits should accrue where economic value is created and that tax follows business reality and is underpinned by business substance.

6. Incentives and reliefs

Olympus believes that it should pay the amounts of tax legally due in any territory. There will, however, be circumstances where this amount may not be clearly defined, or where alternative approaches may result in differing tax outcomes. The Group uses its best judgement in determining the appropriate course of action, using available reliefs and incentives where possible for tax cost optimization.

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 FYE2024 \(PDF: 215.7KB\)](#) 

> [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.

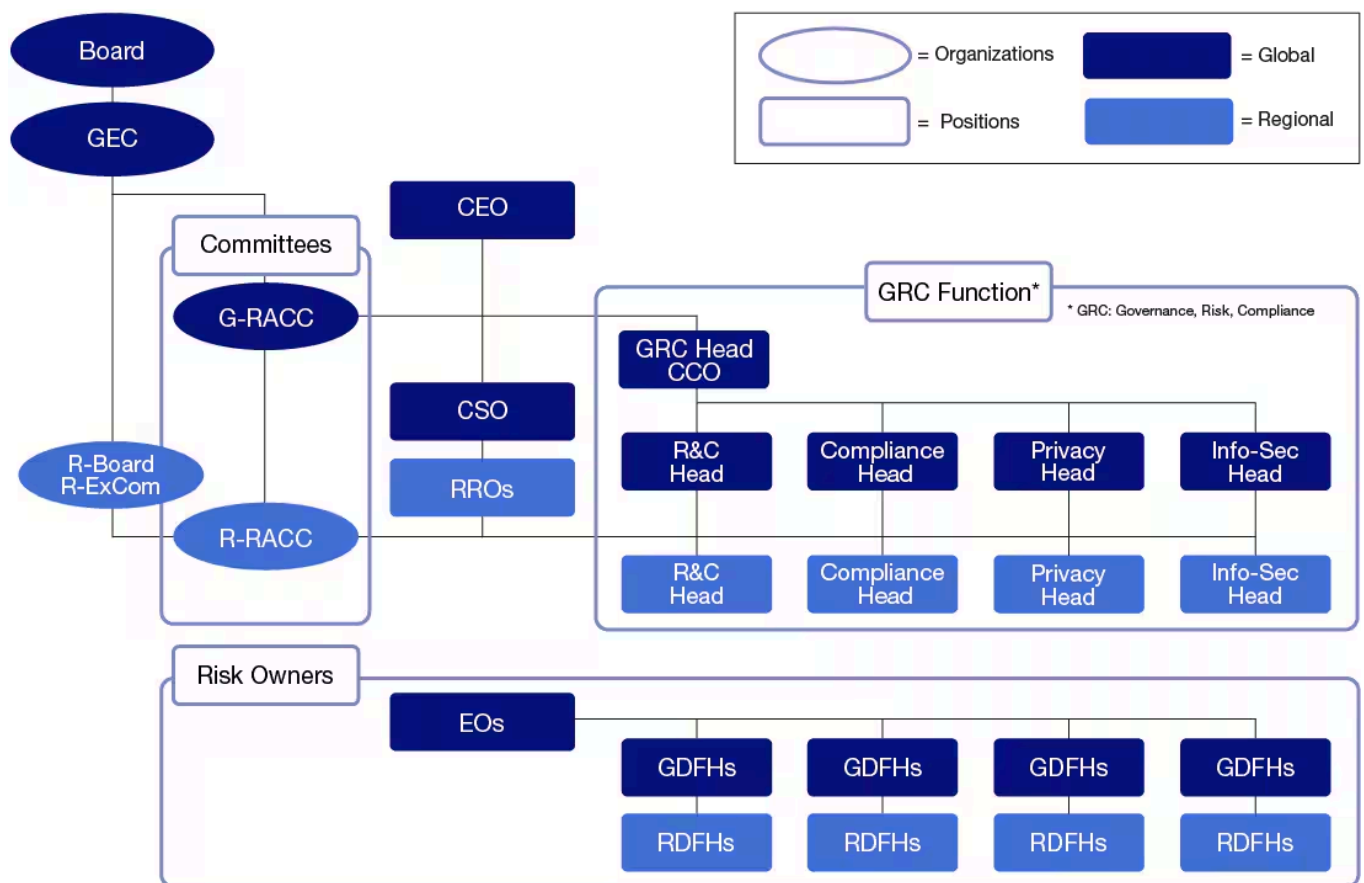
➤ [Policy of Risk Management and Crisis Response](#)

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 "RACC"). The G-RACC consists of Group Executive Committee (GEC) members, and the R-RACC comprise board members in each region. The objectives of the RACC 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.

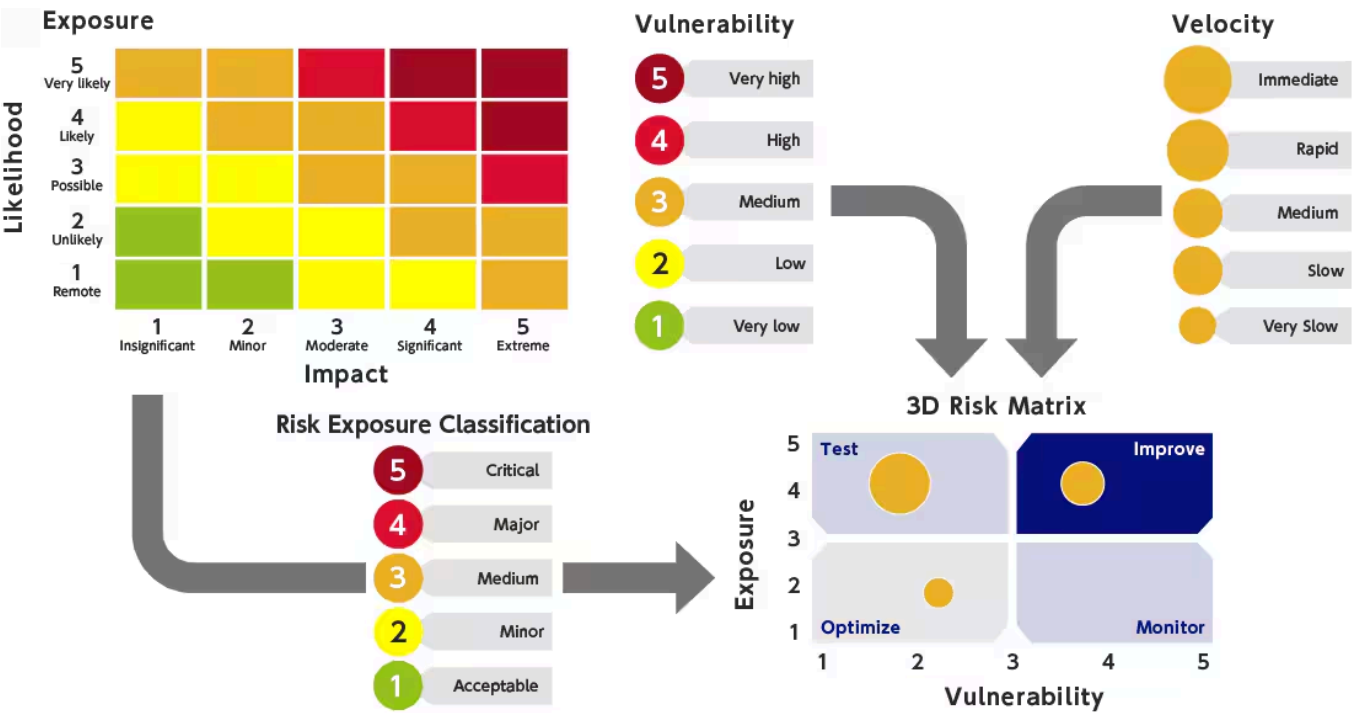
Risk Categories	Strategic (incl. External)	Operations & Product	Financial	Governance	IT & Digital
Sub-Risk Categories	- Force Majeure - Planning & resource allocation - Business Development & Investment - Communication & Stakeholder Management - Market dynamics	- Research & Development - Manufacturing & Repair - End-to-end Supply Chain - Sales, Marketing & Service - Quality - Physical Assets - People & HR	- Capital Structure - Accounting & Reporting - Liquidity & Credit - Revenue Cycle - Tax	- Culture - Regulatory - Legal - Compliance - Data Privacy - Corporate Governance	- 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.



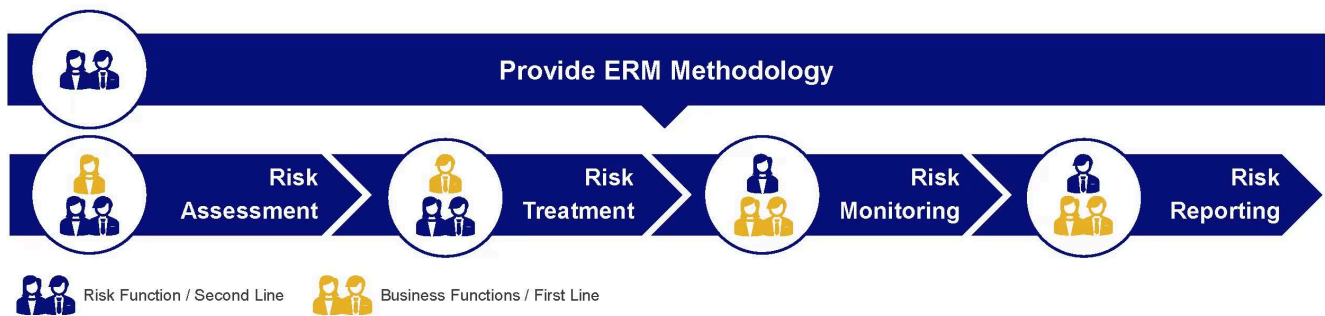
ERM Process

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 valuate 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.



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.

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.

Information, Product, and Cyber Security

Basic Concept

The Olympus Group recognizes that information, product, and cyber security (hereinafter referred to as “information security”) risks not only have a direct impact on our business but also pose serious risks to our customers—namely, medical institutions—as well as to the healthcare system itself. In addition, the proper management of information security risks and incident response are becoming increasingly important for ensuring our company’s sustainable growth and enhancing the competitive advantage of our products and services. At the same time, we believe that countermeasures against information security risks should not be limited to departments with specialized expertise in this field but must instead be addressed at the company-wide level, involving all related functions and departments. Furthermore, we consider it essential to actively communicate and collaborate with our customers in the medical field, business partners, industry associations, and government agencies.

From the perspective of corporate risk management, we visualize risks based on a unified global standard across the entire Group and implement risk management measures across all related functions. Moreover, through the execution of a comprehensive and harmonized new governance model and strategy, we are particularly focused on achieving the following:

- ◆ Enhancing cyber-attack resilience not only in our general IT systems but also in our products, services, and their development and manufacturing environments
- ◆ Ensuring continuous product security across the entire product lifecycle, including the supply chain, to maintain stable delivery of products and services
- ◆ Identifying sensitive information across the organization and establishing mechanisms to ensure its safe and effective use

Information Security Governance

In accordance with our corporate governance structure for overall management, Olympus has established an information security governance structure consisting of an executive function, led by the Chief Executive Officer (CEO) and the Board of Directors (BoD), which oversees the executive function.

As part of the executive function, the Global GRC Head is accountable to the BoD and external stakeholders for matters related to information security. The responsibility for execution lies with the Chief Information Security Officer (CISO) and their dedicated organization. They oversee the formulation and implementation of Group-wide strategies and risk management related to information security.

Regarding the supervisory function, the BoD holds ultimate oversight responsibility as part of corporate governance for overall management. In particular, the Audit Committee plays a key role in supervising the execution of duties by executive officers and others as part of its auditing responsibilities. The Global GRC Head and the CISO, as part of the executive function, regularly report to the BoD on the overall information security status of the Olympus Group and report promptly when there are changes in the environment. They also report to the Audit Committee more frequently on a regular basis.

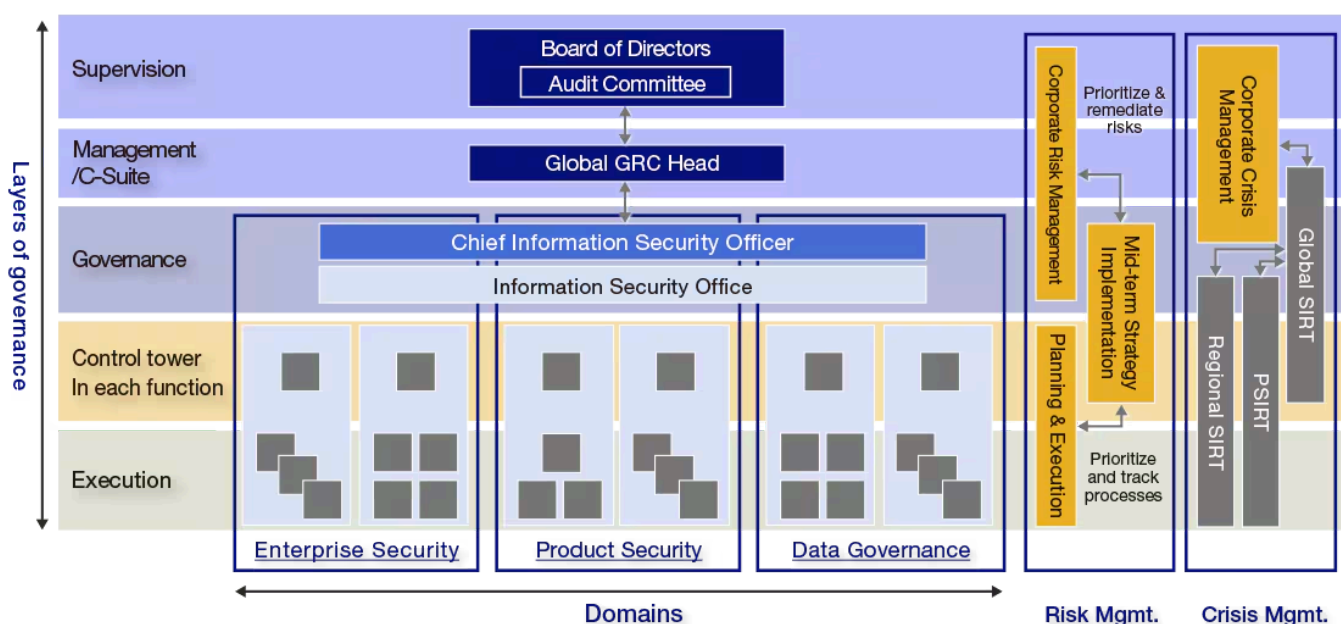
As part of our information security promotion framework, we have introduced a three-line defense model with the aim of achieving balanced security measures in accordance with risk levels. This framework consists of: a governance layer that oversees the

development and execution of Group-wide information security strategies; control towers in each function and department that develop and manage implementation plans based on those strategies; and an execution layer responsible for the actual implementation within each function and department.

The security control functions are organized into three defined domains, each with responsibility for execution in their respective areas of expertise: Enterprise Security (including information security for general IT systems and operational technology systems), Product Security (information security of our products and services), and Data Governance.

Regarding risk management, the CISO and their dedicated organization conduct Group-wide risk assessments, considering various external factors such as trends in cyber-attacks and industry best practices. Based on these assessments, medium-term strategies are formulated by considering our business strategies, customer requirements, and trends in laws and regulations. Based on the formulated strategies, each function and department is achieving a balanced risk mitigation across the Group based on a unified standard.

In the event of an information security incident, especially a cyber-attack, it is essential to have a crisis management system that enables prompt and appropriate management decisions in collaboration with the entire Group and relevant organizations. To this end, we have established the Global SIRT, PSIRT, and Regional SIRTs as our crisis management structure and conduct regular training.



Number of Information Security Incidents and Breaches^{*1}

In recent years, ransomware and supply chain attacks have surged, and the healthcare industry has become one of the primary targets. Vulnerabilities in general IT systems, operational technology systems, and products have been exploited, heightening the risk of system outages and threats to patient safety.

The table below presents the number of global incidents reported across the Olympus Group over the past three years.

Based on the governance model, we strive to prevent the occurrence of such incidents. If they do occur, we respond swiftly to minimize their impact. We also analyze the root causes of each incident and use the insights gained to improve our risk assessments and strengthen preventive measures. Furthermore, through continuous training, we are working to build a more resilient security framework.

Item	FY2023	FY2024	FY2025
Number of information security breaches or other cybersecurity incidents	4	2	2

Related Information

- [Information, Product, and Cyber Security Policy](#)
- [Handling of Personal Information](#)
- [Business Risks](#)

*1 The figures in the table are based on the standards on display in GRI 418-1 (2016).

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.

Privacy Governance and Management

In 2022, we have established a dedicated global function to build and manage a global privacy program for Olympus. It is led by the Global Chief Privacy Officer.

> [OLYMPUS Global Privacy Policy \(PDF: 149.5KB\)](#) 

OLYMPUS Global Privacy Policy

Table of Contents

Chapter 1 General Provisions.....	1
Article1: Purpose.....	1
Article2: Living our Core Values.....	1
Chapter 2 Olympus Privacy Rules.....	1
Article3: Introduction to Personal Data	1
Article4: Understanding the Olympus Privacy Rules	2
Article5: Engaging with the Olympus Privacy Rules	3
Article6: Consequences of Non-Compliance.....	3
Chapter 3 Applying the Olympus Privacy Rules	4
Article7: Planning	4
Article8: Data Collection	4
Article9: Business Use of Data	5
Article10: Data Storage.....	5
Article11: Repurposing of Data	5
Article12: Data Sharing.....	6
Article13: End of Life.....	6

Chapter 1 General Provisions

Article1: Purpose

This Global Privacy Policy further outlines our commitment to protecting individuals' privacy and their personal data set down in the Global Code of Conduct. It is designed to provide clear and concise actions that everyone at Olympus must follow.

We are committed to upholding the privacy of individuals and protecting their personal data, and we expect all employees to play an active role in safeguarding such information.

With this Global Privacy Policy, we establish the Olympus Privacy Rules in Chapter 2. These are specific rules everyone in the company must follow to uphold the policy and protect individuals' privacy.

Article2: Living our Core Values

At Olympus, we are dedicated to living our core values through everything we do, including how we handle personal data.

Our Olympus Privacy Rules are a vital part of our commitment to these values:

Patient Focus

We handle patients' personal data with utmost care, applying the highest privacy standards and thereby earning the trust of our customers and their patients.

Integrity

Implementing privacy and securing personal data is non-negotiable for us. We go beyond merely adequate compliance but aspire to apply the highest privacy standards as expected by customers and patients.

Innovation

Personal data fuels our innovation. We collect and use data to improve our products and services, while respecting the privacy of all stakeholders. Privacy is our competitive advantage.

Impact

We take accountability for the personal data we handle. We strive for efficiency, embedding privacy in all our processes.

Empathy

The Olympus Privacy Rules help us to ingrain our stakeholders' right to privacy into our business practices, products, and services early on.

Chapter 2 Olympus Privacy Rules

Article3: Introduction to Personal Data

Personal data is any piece of information that can identify an individual or further describe them by their inner or outer characteristics.

Protecting personal data is our critical responsibility, as it involves safeguarding the privacy rights

of individuals.

Here are examples of data types that constitute personal data:

Customer Data

Customer data can include, for example, name, address, contact information, and payment information collected during purchases or warranty registration.

Employee Data

Employee data can include, for example, HR and payroll records, as well as information related to performance and job responsibilities.

Partner Data

Partner data can include, for example, information related to financial and legal agreements with our business partners.

Patient Data

Patient data can include, for example, medical records and information related to diagnosis and treatment.

Financial Data

Financial data can include, for example, information used to process payments and manage accounts.

Article4: Understanding the Olympus Privacy Rules

The Olympus Privacy Rules are a set of fundamental rules that define a minimum level for safeguarding personal data at Olympus.

This Global Privacy Policy presents all these rules through the data lifecycle model that includes the following seven stages:

1) Planning

In this stage, you decide what personal data you need and for what purpose. You plan how to collect, use, store, and delete the data.

2) Data Collection

This is the stage where you initially gather the needed personal data, using various methods such as surveys, forms, or sensors.

3) Business Use

Once you have collected the data, you use it for the specific purposes you have identified in the planning stage.

4) Data Storage

This stage involves storing the data in a secure and organized manner to ensure its confidentiality, integrity, and availability.

5) Repurposing

If the data is still useful, it can be repurposed, but only for a use consistent with its original purpose.

6) Data Sharing

If the data is shared with third parties, it should be done in a legal and responsible way that protects individual privacy and enables accountability.

7) End of Life

When the data is no longer needed, it should be securely and completely deleted to ensure it is not accessible or usable in the future.

Article5: Engaging with the Olympus Privacy Rules

Here are four best practices to help implement the Olympus Privacy Rules in your daily work and safeguard personal data with integrity, empathy, and unity:

Familiarize yourself with the Olympus Privacy Rules

Understand the importance of safeguarding personal data by familiarizing yourself with the must-follow Olympus Privacy Rules. Read the document and keep it at hand for easy reference on effectively implementing the rules at each data lifecycle stage.

Know Your Position – Take Action

Consider how the Olympus Privacy Rules apply to your specific role and tasks and look for opportunities to implement them. For example, consider how to obtain consent, limit access to personal data, and ensure that the data is securely deleted when no longer needed.

If In Doubt, Ask the Experts

Getting support is easier than ever. If you are unsure how to apply the Olympus Privacy Rules to your work or have questions about specific rules, use the contact form, send an email or use other channels to engage with the Privacy Function. You can ask questions, suggest updates, report data violations, or give general feedback.

Teamwork Makes the Dream Work

We are united in privacy. By working together, we can ensure that we are always processing personal data in a way that respects the privacy rights of individuals. Attending privacy training is also crucial to ensure that everyone in the company has a mutually clear understanding of the Olympus Privacy Rules and how to apply them in their daily work.

Article6: Consequences of Non-Compliance

Failure to follow the Olympus Privacy Rules can have serious consequences, not only for the individuals whose personal data is in question, but also for Olympus and our stakeholders.

Here are some potential outcomes:

Loss of Trust

A violation of the Olympus Privacy Rules can lead to losing a customer and public trust. This can damage our reputation and make it more difficult to maintain relationships with stakeholders.

Personal Data Breaches

If privacy violations result in unauthorized access to personal data, it can lead to personal data breaches and harm the individuals whose data was compromised. This can also result in notification obligations and other legal and financial consequences for Olympus.

Legal Penalties

If a violation of the Olympus Privacy Rules also violates the law, it may lead to fines and claims for damages. This can result in significant financial losses for the company.

Termination

If a violation of the Olympus Privacy Rules is identified, we may have to take corrective action, ranging from further education to termination.

Chapter 3 Applying the Olympus Privacy Rules

Article7: Planning

Planning is the foundation for any privacy-aware data handling and usage. It is essential to establish key privacy-related aspects of your project or process from the outset.

To establish a minimum data strategy for your business use case, consider the following Olympus Privacy Rules:

Collaboration

Collaborate with the Privacy Team when planning the use of personal data to ensure the data is processed in an appropriate manner. The Privacy Team will support you with putting all the Olympus Privacy Rules into practice.

Responsibility

Identify and assign responsibilities for handling personal data to ensure accountability and transparency. Coordinate with other teams and departments, if necessary. Document the assignment of responsibilities.

Lawfulness

Ensure that your intended processing of personal data is permissible under all applicable laws.

Minimum Data

Determine the minimum necessary personal data that is required to fulfill a specific purpose and plan to collect only this.

Assess & Mitigate

Assess potential privacy risks to individuals associated with processing personal data. Define measures to mitigate these privacy risks to ensure the protection of privacy rights.

Access Control

Determine and implement role-based access controls. Only grant access to personal data on a need-to-know basis.

Safeguards for International Transfers

Establish necessary safeguards and agreements for transferring data to parties in other countries and regions.

Article8: Data Collection

Collecting personal data is a critical step in the data lifecycle, and it must be done in a way that respects individuals' privacy and rights.

To ensure proper initiation of the data lifecycle, follow the respective Olympus Privacy Rules:

Purpose

Collect only personal data that is necessary for the intended purpose. Make sure the data can only be used for that specific purpose and compatible purposes later.

Transparency

Clearly communicate the details of the intended data processing to the individuals, including the types of data being processed, the purposes, and the individual's rights.

Data Quality

Measure and ensure data quality during data collection to ensure the accuracy and integrity of the

collected data.

Article9: Business Use of Data

Using personal data connects privacy with the underlying business context, which requires careful consideration to ensure that individuals' rights are protected.

To ensure responsible use of personal data, follow the respective Olympus Privacy Rules:

Purpose

Use personal data only for the purposes for which it was originally collected or other compatible purposes. When your tasks involve using personal data, stay within your job description and responsibility, existing SOPs, and/or dedicated Working Instructions.

Security

Adhere to applicable classification and security policies for personal data protection against unauthorized access, use, or disclosure. Implement measures to mitigate privacy risks, including maintaining a clean workspace and safeguarding your work environment from inspection by others.

Access Control

Allow data access to eligible users only, logging usage by user, role, and timestamp level for accountability. Follow data classification and related handling obligations and practices.

Non-altered Data

Preserve data accuracy, integrity, and quality by using it as collected, without manipulation or alteration.

Encryption

Implement appropriate measures, like encryption, to reduce the impact on individuals' privacy.

Article10: Data Storage

Storing personal data is a key aspect of many business operations and must be done securely and responsibly.

To safeguard personal data at rest, follow the respective Olympus Privacy Rules:

Security

Store personal data in accordance with applicable security policies to protect the data from unauthorized access, use, or disclosure.

Data Deletion Requests by Individuals

Store data in a way that allows the discovery of data relating to a specific individual and enables deletion of their personal data at the data residency level.

Advanced Techniques

Favor advanced storing techniques where appropriate for especially sensitive personal data, like applying a more sophisticated encryption or storage method, to ensure optimal data security.

Time Limits & Data Deletion

Store personal information only for as long as necessary for the intended purpose.

Article11: Repurposing of Data

Repurposing personal data is an important part of many business operations, and it is crucial to ensure that the privacy of individuals is not compromised in the process.

To enable secondary business use cases, follow the respective Olympus Privacy Rules:

Original Purpose

Verify secondary use of data is compatible with original collection purposes or customer contracts. Confirm usage is permissible under applicable laws and document your considerations.

Transparency

Assess whether you must inform the individuals about the new ways you intend to utilize their personal data for them to understand it. If so, plan and carry out necessary actions.

Non-altered Data

Confirm repurposed personal data is accurate and correct.

Necessity

Consider whether repurposing is necessary and appropriate to the intended use.

Article12: Data Sharing

Sharing personal data is a sensitive issue that requires careful consideration to protect individuals' privacy rights.

To ensure responsible data sharing, follow the respective Olympus Privacy Rules:

Data Quality

Ensure the accuracy and quality of personal data throughout the data lifecycle, including during usage by third parties.

Transparency

Disclose the third-party recipients of personal data in the privacy notice, to promote transparency and accountability.

Processors

Identify, document, contract, review, and monitor data processors.

Purpose and Lawfulness

Verify that sharing personal data with a recipient aligns with the data's collection purpose and is allowed under relevant laws, particularly if the recipient uses it for their own objectives.

Safeguards

Considering the data classification, identify required safeguards and measures to secure personal data during and post-transfer to third parties or different countries/regions.

International Data Transfer Mechanisms

Comply with legal requirements for international data transfers when sharing personal data with third parties. Check in-country data retention obligations and follow them accordingly.

Article13: End of Life

Once personal data is no longer necessary for the original purpose for which it was collected or compatible purposes, it must be deleted.

To govern the personal data when no longer needed, follow the respective Olympus Privacy Rules:

Time limits and Deletion

Implement the Data Deletion Schedule. Follow timelines for personal data deletion, considering retention obligations, and take deletion steps. Remember high requirements exist for data anonymity!

Processing Limitation

If personal data is only retained to comply with retention periods, ensure that this data will not be used for anything else.

Industry Standards

Comply with relevant industry standards for physical destruction of personal data.

Efficacy Evidence

Apply the deletion concept when deleting personal data and document its effectiveness.

Physical Data Storage Media

Where personal data is stored on portable devices, including on paper, ensure disposal through eligible and secure technology (office shredders, security bins, etc.).

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.

1. Personal information handling business operators



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	◆ 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	◆ 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.
(3) Personal information of shareholders	◆ 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)	◆ 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)	◆ 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.

Subject to acquisition	Utilization purpose
(6) Personal information patients	◆ 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.](#) ■

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/disposure 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	Kindly download the form below and fill in the necessary information. ➤ Disclosure etc. request form(Only requests regarding utilization purpose and disclosure require a fee) (PDF: 222.5KB) 
Documents to submit	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) ① Copy of a valid drivers' license or a valid passport: One copy ② Copy of pension card or health insurance card together with certificate of residence: One set 3. Fee (Only requests regarding utilization purpose and disclosure) 1,600 Yen / company (in fix-amount postal money order)
Requests via agent	If the demand is filed by an agent, the following must be submitted, in addition to the documents specified in (1) through (3) above: 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). ① Power of Attorney (with the seal of the grantor): 1x ② Certificate of a Grantor incl. seal: 1x 2. For statutory agent: Document providing evidence that the said agent is legally entitled to represent the individual in question: 1x
Address	Personal Information Inquiry Desk HR HRIS operations site operation & planning Olympus Corporation Shinjuku Monolith, 2-3-1 Nishi-Shinjuku Shinjuku-ku, Tokyo 163-0914

Disclaimer	◆ 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
◆ 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	Password-encrypted digital files, shared via portable device or highly encrypted cloud storage.	Olympus Corporation Olympus Medical Systems Corp.
◆ Endoscopic images, names of internal organs, lesions, organ cleansing, past treatments, pathological results ◆ Physician's observations regarding specific lesions	Highly encrypted secure storage	Olympus Medical Systems Corp.
◆ 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 informati



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	◆ 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 inquiries. ◆ 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	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. Addition of technical and organizational security measures as stipulated in the latest revision of the APPI.

ESG Data

Governance Data

Updated August 19, 2025

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

[>Annual Securities Report](#)

[>Integrated Report](#)

Corporate Governance

The Composition of the Officers (As of the End of Each Fiscal Year)

	Unit	FY2021	FY2022	FY2023	FY2024	FY2025
Directors	(Person)	12	11	12	13	10
Outside	(Person)	9	8	9	10	8
Inside	(Person)	3	3	3	3	2
Women	(Person)	0	1	1	2	2
Foreign Nationals	(Person)	3	3	4	5	4
Executive officers	(Person)	5	5	6	10	11

The Compensation for the Officers (Total Amount)

Unit		FY2021*2	FY2022*3	FY2023*4	FY2024*5	FY2025*6	
Directors	Inside*1	Millions of yen	717	919	1,094	1,772	742
	Outside	Millions of yen	149	138	192	277	248
Executive Officers*1		Millions of yen	431	666	1,122	2,373	2,605

*1 For all fiscal years, the compensation of two executive officers who were or are classified as both an executive officer and inside director is included in the compensation for inside directors.

*2 The directors include two inside directors and one outside director, who retired at the close of FY2020 General Meeting of Shareholders held on July 30, 2020.

*3 The directors include two outside directors, who retired at the close of FY2021 General Meeting of Shareholders held on June 24, 2021.

*4 The directors include two outside directors, who retired at the close of FY2022 General Meeting of Shareholders held on June 24, 2022.

*5 The directors include one inside director and one outside director, who retired at the close of FY2023 General Meeting of Shareholders held on June 27, 2023.

*6 The directors include one inside director and one outside director, who retired at the close of FY2023 General Meeting of Shareholders held on June 27, 2023 and three outside directors, who retired at the close of FY2024 General Meeting of Shareholders held on June 26, 2024 and one inside director, who retired due to resignation on October 28, 2024. The executive officers include four executive officers, who retired on March 31, 2022 and March 31, 2024 and two executive officers who assumed office on October 1, 2024.

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.

WE SUPPORT



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 consisted 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°C 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 Plastics 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*.



* Plastics used in the manufacture of medical devices and instruments, pharmaceutical packaging, medical equipment, and other products

External Evaluation

External Evaluation Regarding ESG *As of August 2025

Selected for Inclusion in ESG Indexes

- ◆ Dow Jones Sustainability World Index (four consecutive years from 2021)
 - [Olympus Named to Dow Jones Sustainability World Index for the Fourth Consecutive Year](#)
- ◆ Dow Jones Sustainability Asia Pacific Index (six consecutive years from 2019)
- ◆ FTSE4Good Index Series
- ◆ FTSE Blossom Japan Index
- ◆ FTSE Blossom Japan Sector Relative Index



FTSE4Good



FTSE Blossom
Japan



FTSE Blossom
Japan Sector
Relative Index

External Evaluation Regarding ESG

- ◆ Obtained an A rating, the highest rating, in the climate change area and a B rating in the water security area in surveys conducted by CDP Worldwide, an international non-profit organization (2024 for Olympus).
- ◆ Selected by CDP as a CDP 2024 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 (nine 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 (five 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 (2022 for Olympus).
- ◆ 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, Aizu Olympus in 2022, and Aomori Olympus in 2024).



- ◆ 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, for Aizu Olympus in 2023, and for Aomori Olympus in 2024).



- ◆ Received Monisu certification from the Minister of Health, Labour and Welfare as an excellent small- and medium-business owner for the employment of persons with disabilities (2025 for Olympus-Supportmate).



- ◆ Received a "Silver" certification in the "PRIDE Index 2024," an evaluation index for LGBTQ initiatives in Japan (2024 for Olympus).





Independent Assurance Report

Mr. Bob White

Director, Representative Executive Officer, President and Chief Executive Officer
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 ("FY2025 GHG Emissions, Energy consumption, Water consumption, Waste generated and Social data Calculation Report" (period: 1 April 2024 to 31 March 2025)) 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 GHG emissions, environmental, social and safety performance data (shown in the Appendix)" covering the operations and activities of the Company and its consolidated companies in Japan and overseas (six domestic subsidiaries and 17 overseas subsidiaries) described in the "FY2025 GHG Emissions, Energy consumption, Water consumption, Waste generated and Social data Calculation Report" (period: 1 April 2024 to 31 March 2025).

The criteria for preparing subject matter information is the "FY2025 GHG Emissions, Energy consumption, Water consumption, Waste generated and Social data Calculation Rules".

2 Management Responsibility

The "FY2025 GHG Emissions, Energy consumption, Water consumption, Waste generated and Social data Calculation Report" (period: 1 April 2024 to 31 March 2025) 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 the "FY2025 GHG Emissions, Energy consumption, Water consumption, Waste generated and Social data Calculation Report" (period: 1 April 2024 to 31 March 2025) 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.

We have performed limited assurance engagement in accordance with the verification procedures stipulated by SOCOTEC and "JIS Q 14064-3:2023 (ISO 14064-3:2019) 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 performed in the limited assurance engagement are limited in their type, timing and scope as compared to the procedures performed 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 an assessment of 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 our limited assurance conclusions.



4 Assurance Procedures

The procedures that SOCOTEC has performed are based on professional judgement and include, but are not limited to:

- Evaluation of policies and procedures created by the Company in relation to subject matter information
- Inquiries 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
- Sites visited to confirm the calculation structure and procedures, data collection and implementation status of record control:

Global Headquarters / Nagano Facility Tatsuno / Hinode Plant of Olympus Medical Systems Corporation

5 Statement of Our Independence, Quality Management and Competence

SOCOTEC has introduced and maintained a comprehensive management system that conforms to the accreditation requirements of "ISO 17021 Conformity assessment -- Requirements for bodies providing audit and certification of management systems". In addition, we have also established a management system according to "ISO 14065:2020 General principles and requirements for bodies validating and verifying environmental information". These meet the requirements of International Standard on Quality Management 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 management 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 testing, inspection and certification operations, and provides management system certification 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 and experience in the relevant industry, as well as 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 the 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
25 July 2025

GHG Emissions, Environmental, Social and Safety Performance Data

【Environmental Data】

Table1 Resource / Energy input

Item	Figure	Unit
Electricity (Purchased electricity excluding Green electricity)	14,518	MWh
City gas	4,300	thousand m3
LPG	1,122	ton
LNG	57	ton
Heavy fuel oil	252	kL
Kerosene	28	kL
Diesel fuel	801	kL
Gasoline	3,896	kL
Hot water	1,507	GJ
Steam	8,063	GJ
District heat	2,167	MWh
Green electricity	109,217	MWh
Solar power [internal]	1,948	MWh
Solar heat [internal]	391	GJ

Table2 Breakdown of Internal Energy Consumption

Item	Figure	Unit
Direct	City gas	54,127 MWh
	LPG	15,619 MWh
	LNG	867 MWh
	Heavy fuel oil	2,726 MWh
	Kerosene	284 MWh
	Diesel fuel	8,458 MWh
	Gasoline	36,145 MWh
	Subtotal	118,226 MWh
Indirect	Electricity	14,518 MWh
	Hot water	498 MWh
	Steam	2,665 MWh
	District heat	2,167 MWh
	Green electricity	109,217 MWh
	Solar power [internal]	1,948 MWh
	Solar heat [internal]	109 MWh
	Subtotal	131,122 MWh
Total	249,348	MWh

Table3 Renewable Energy Consumption

Item	Figure	Unit
Renewable Energy	111,274	MWh

Table4 Greenhouse gases

Item	Figure	Unit
CO2 generated from energy (Market-based method)	32,174	t-CO2e
CO2 not generated from energy	0	t-CO2e
Total	32,174	t-CO2e

Table5 CO2 Emissions (Scope 1, 2)

Item	Figure	Unit
Scope 1	24,120	t-CO2e
Scope 2	Market-based	8,054
	Location-based	53,819
Subtotal	Scope 1+2 (Market-based)	32,174
	Scope 1+2 (Location-based)	77,939
Scope 3	863,583	t-CO2e
Total	Scope 1+2 (Market-based method)+3	895,757
	Scope 1+2 (Location-based method)+3	941,522

Table6 CO2 Emissions (Scope 3)

Item	Figure	Unit
Category 1	Purchased goods and services	529,386
Category 2	Capital goods	168,417
Category 3	Fuel and energy related activities (not included in Scope 1, Scope 2)	14,643
Category 4	Upstream transportation and distribution	43,988
Category 5	Waste generated in operations	3,694
Category 6	Business travel	38,231
Category 7	Employee commuting	12,497
Category 11	Use of sold products	23,404
Category 12	End-of-life treatment of sold products	29,323

Table7 Waste emissions/Landfill

Item		Figure	Unit
Waste emissions	Total	5,749	ton
	Amount recycled	5,285	ton
	Other waste	464	ton
Landfill		104	ton

Table8 Hazardous waste discharged

Item		Figure	Unit
Hazardous waste discharged	Total	225	ton
	Amount recycled	166	ton
	Other waste	59	ton

Table9 Water consumption

Item		Figure	Unit
Total		730	thousand m ³
Piped water		331	thousand m ³
Groundwater		399	thousand m ³

【Social Data】

〈Occupational Safety and Health〉

Table10 Number of Fatalities

Country/Region	Figure	Unit
Global	0	people
Japan	0	people
Americas	0	people
Europe	0	people
China	0	people
Asia/Oceania	0	people

Table11 Number of Lost Time Injuries

Country/Region	Figure	Unit
Global	32	cases
Japan	1	cases
Americas	5	cases
Europe	19	cases
China	0	cases
Asia/Oceania	7	cases

Table12 Lost Time Injuries (of one day or more) Frequency Rate[LTIFR]

Country/Region	Figure
Global	0.68
Japan	0.05
Americas	0.49
Europe	2.58
China	0.00
Asia/Oceania	1.65

Table13 Lost Time Injuries (of one day or more) Frequency Rate of Contractors[LTIFR]

Country/Region	Figure
Japan	0.29

GRI Content Index

Statement of use	The Olympus Group has reported the information cited in this GRI content index for the period [FY2025: April 1, 2024-March 31, 2025] 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 › 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: 2.3MB) 
2. Activities and workers		
2-6	Activities, value chain and other business relationships	› Our Business Fields › Consolidated Company Outline › Worldwide Office Locations › Financial Results › 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
2-10	Nomination and selection of the highest governance body	› Board of Directors › Corporate Governance

2-11	Chair of the highest governance body	➤ Board of Directors ➤ Corporate Governance
2-12	Role of the highest governance body in overseeing the management of impacts	➤ Corporate Governance ➤ Basic Concept and Governance System ➤ ESG Strategy ➤ Management System ➤ 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 ➤ Top Management
2-14	Role of the highest governance body in sustainability reporting	➤ Basic Concept and Governance System
2-15	Conflicts of interest	➤ Corporate Governance ➤ General Meeting of Shareholders ➤ Securities Report
2-16	Communication of critical concerns	➤ Risk Management System ➤ Corporate Governance
2-17	Collective knowledge of the highest governance body	➤ Corporate Governance
2-18	Evaluation of the performance of the highest governance body	➤ Corporate Governance
2-19	Remuneration policies	➤ Corporate Governance
2-20	Process to determine remuneration	➤ Corporate Governance
2-21	Annual total compensation ratio	-
4. Strategy, policies and practices		
2-22	Statement on sustainable development strategy	
2-23	Policy commitments	➤ Corporate Philosophy ➤ Olympus Global Code of Conduct ➤ Management System ➤ Human Rights Policy ➤ Human Rights ➤ Risk Management System
2-24	Embedding policy commitments	➤ Corporate Governance Structure ➤ Basic Concept and Governance System ➤ Compliance ➤ Human Rights ➤ Procurement

2-25	Processes to remediate negative impacts	› Compliance › Whistleblowing System
2-26	Mechanisms for seeking advice and raising concerns	› Compliance › Whistleblowing System
2-27	Compliance with laws and regulations	› Management System › Compliance › Information, Product, and Cyber Security
2-28	Membership associations	› Participating in the Medical Industry Organizations
2-29	Approach to stakeholder engagement	› Communication with Stakeholders
2-30	Collective bargaining agreements	› Labor Relations
GRI 3 : Material Topics 2021		
3-1	Process to determin material topics	› ESG Strategy
3-2	List of material topics	› ESG Strategy
3-3	Management of material topics	› ESG Strategy › Elevating the standard of care › Compliance › Olympus Global Quality Policy › Supply Chain Policy of Olympus Group › Inclusion › Management System › Corporate Governance
200 Economic		
Economic Performance		
GRI 201:Economic Performance 2016		
201-1	Direct economic value generated and distributed	› Financial Results
201-2	Financial implications and other risks and opportunities due to climate change	› Management System
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	> ESG Data
301-2	Recycled input materials used	
301-3	Reclaimed products and their packaging materials	-
Energy		
GRI 302: Energy 2016		
302-1	Energy consumption within the organization	> ESG Data
302-2	Energy consumption outside of the organization	-
302-3	Energy intensity	-
302-4	Reduction of energy consumption	> 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	› Management System › Initiatives for Natural Capital and Waste
303-2	Management of water discharge- related impacts	› Management System › Initiatives for Natural Capital and Waste
303-3	Water withdrawal	› Initiatives for Natural Capital and Waste › ESG Data
303-4	Water discharge	› Initiatives for Natural Capital and Waste › 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	Initiatives for Natural Capital and Waste
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	› Initiatives for Climate Change › ESG Data
305-2	Energy indirect (Scope2) GHG emissions	› Initiatives for Climate Change › ESG Data
305-3	Other indirect (Scope3) GHG emissions	› Initiatives for Climate Change › ESG Data
305-4	GHG emissions intensity	› Initiatives for Climate Change › ESG Data
305-5	Reduction of GHG emissions	› Initiatives for Climate Change
305-6	Emissions of ozone-depleting substances (ODS)	-
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	› Initiatives for Climate Change › 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	> Initiatives for Natural Capital and Waste
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 > Management System
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	> 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 › Inclusion › ESG Data
405-2	Ratio of basic salary and remuneration of women to men	› Securities Report › ESG Data
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	-