OLYMPUS

True to Life

Sustainability Report 2026













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Corporate Philosophy

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

Our Purpose

Making people's lives healthier, safer and more fulfilling

Our 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 September, the Sustainability page is updated as needed to ensure timely information disclosure.
We also publish the information on our Sustainability page after the annual updates each year as our Sustainability Report. The Sustainability Report and Archives are available in the Sustainability Library.
Please note that the links included in the Sustainability Report are current as of the date of publication. Some links may become unavailable due to updates made after the report is published. In such cases, please refer to the relevant pages on the Sustainability page for the latest information.

- 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: FY2026 (April 1, 2025–March 31, 2026)
The report contains some information outside this period.

Reporting Cycle, Date of Most Recent Report

Latest annual update: September 30, 2026 (in Japanese and English)
Previous annual update: August 19, 2025 (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, volume of waste discharged, number of lost time injuries, lost time injury (one or more days) frequency rate (LTIFR), and number of fatalities.

- External Assurance Organization

  Ernst & Young ShinNihon LLC

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.

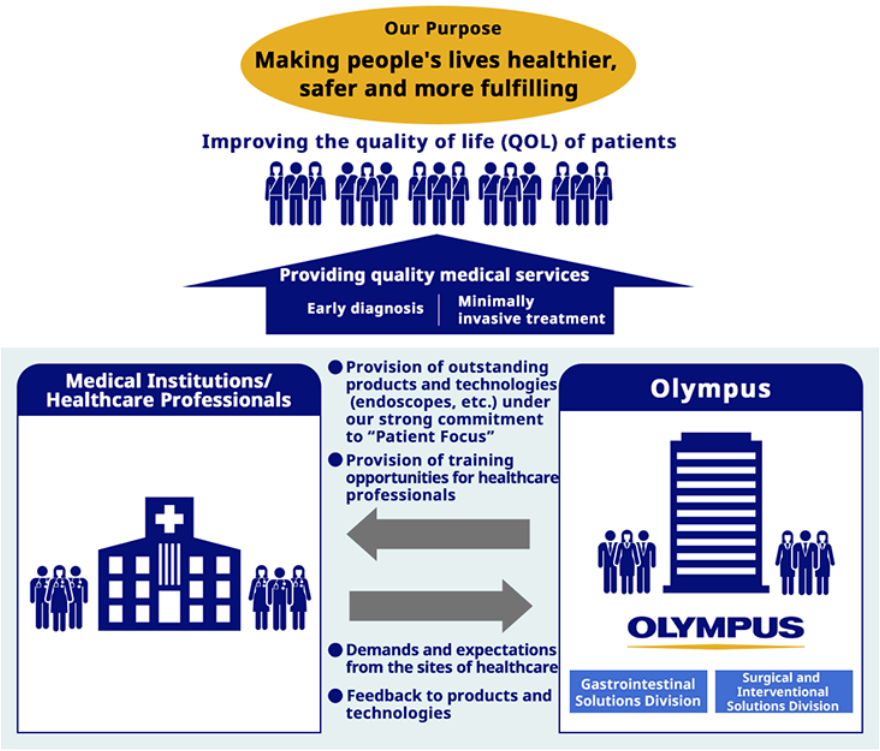
Sustainable Olympus: Putting Our Purpose into Practice

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

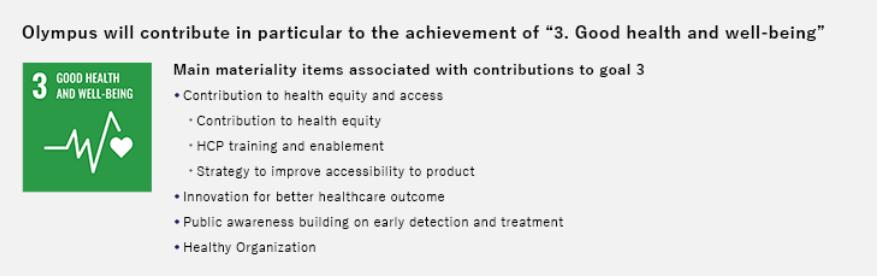
Olympus will engage, through its business activities, with the resolution of environmental and societal issues facing the world while contributing to the realization of a sustainable society, which is the objective of the SDGs*. Toward this end, we have deciphered and elucidated the particular relationships 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 and Materiality

Sustainability Governance System

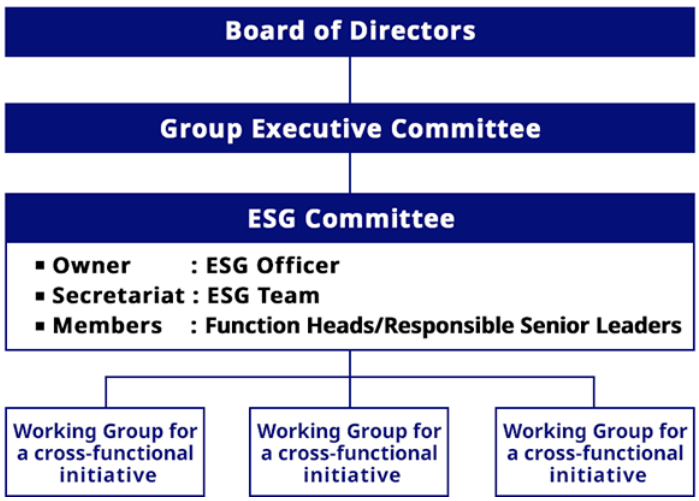
Enhancing the links between management and sustainability

Olympus has promoted sustainability management, including the designation of an ESG Officer, since 2021, and establishment of the KPIs.
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 achievement to ESG KPIs and targets.

Established ESG Committee and strengthened sustainability strategy promotion system

To enhance Olympus’s ESG initiatives, we established a sustainability governance system in April 2023. Under the governance system, an “ESG Committee” has been put in place, with the ESG Officer having ownership, and the committee comprised of heads of respective 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 and Materiality

Process for Analysis and Identification of Materiality Topics | Materiality Topics at Olympus | Medium-term Goals and KPIs/Achievements

Olympus ESG strategies, which have been devised as part of management strategy, are implemented and managed based on the identified Materiality Topics.

Positioning of ESG in Our Company Strategy

In the company strategy announced in November 2025, Olympus sets out “Innovation-driven growth,” “Simplicity,” and “Accountability” as our three priorities. 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.
Furthermore, we have positioned the promotion of ESG as a key initiative under “Accountability” in the company strategy, 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.

- Corporate Strategy
- Value Creation Model (PDF: 89.6KB)

Process for Analysis and Identification of Materiality Topics

Since identifying four Materiality Topics in FY2020, we have conducted several reviews and made adjustments. In conducting these reviews and adjustments, we identified Six Focus Areas and 24 Materiality Topics falling under these Focus Areas, based on 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 Materiality Topics, mapping of these topics onto the two axes of “importance to stakeholders” and “impact on Olympus's business (importance to Olympus)” is carried out, with Olympus then assigning these to three levels of priority: Top Priority, High Priority, and Others. KPIs have been set for those Materiality Topics that have been positioned as particularly important Top Priority topics, with progress towards their achievement being actively managed. Progress statuses and new initiatives are also actively discussed at ESG Committee and Board of Directors meetings.

Steps in the Analysis and Identification of Materiality Topics

STEP 1

Identification of Social Issues

Listing up of social issues based on an outside survey on changes in sustainability trends since previous identification, as well as various ESG-related frameworks and ESG survey assessment items.

STEP 2

Assignation of Priority to Social Issues by Importance to Stakeholders

Conducting interviews with medical institutions, government agencies, investors, and ESG assessment bodies. Assignation of priority to issues in terms of their importance to stakeholders

STEP 3

Assignation of Priority to Social Issues by Importance to Olympus

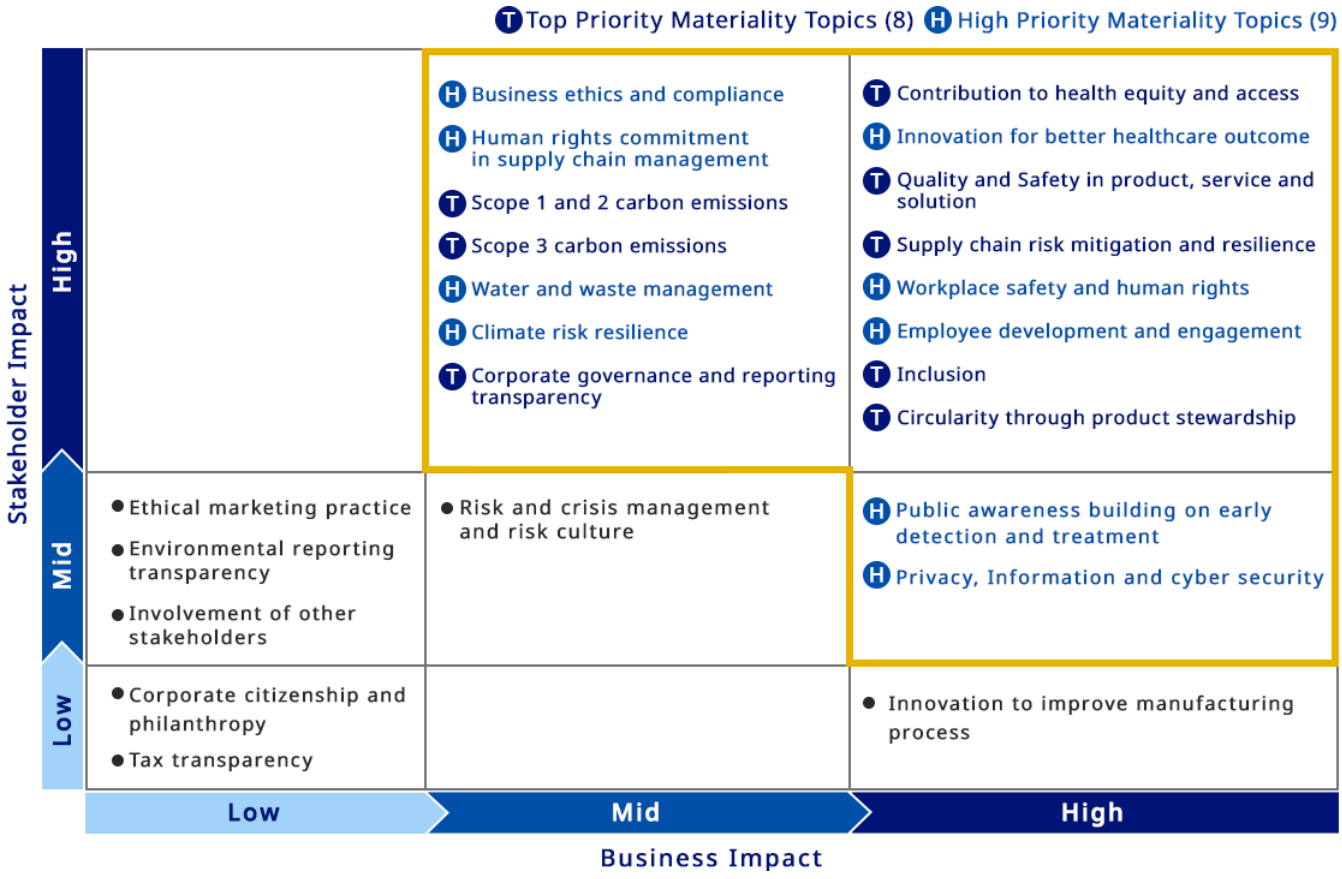
Assignation of priority to issues in terms of their impact on Olympus's business

STEP 4

Materiality Identification

Identification of materiality items through processes including deliberations by the Group Executive Committee and the Board of Directors (proposed and approved as part of company strategy). In addition, drafting of a Materiality Matrix with assigned priorities to the identified social issues from the perspective of the two axes.

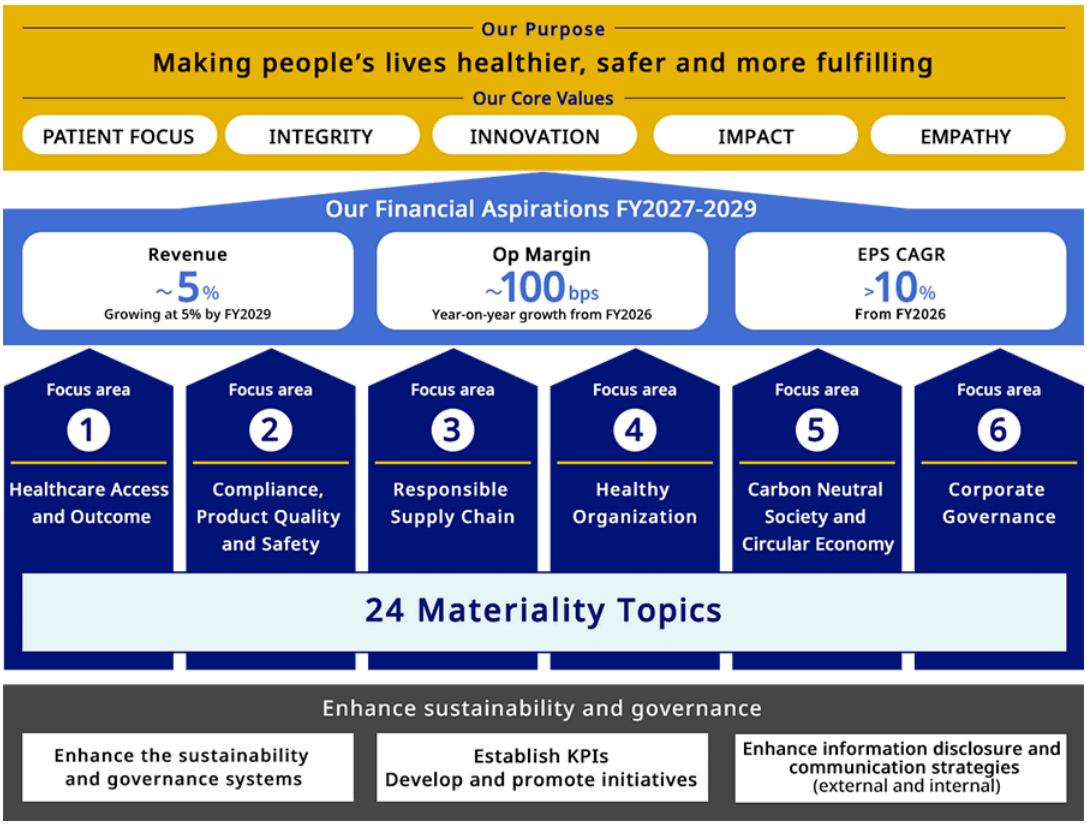
Materiality Matrix



Materiality Topics at Olympus: 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 the Six Focus Areas and 24 Materiality Topics

FY2026

Six Focus Areas	24 Materiality Topics		
	Top Priority (item)	**High Priority (item)**	**Others (item)**
Healthcare Access and Outcome	◆ Contribution to health equity and access – Contribution to health equity – HCP training and enablement – Strategy to improve accessibility to product	◆ Innovation for better healthcare outcome ◆ Public awareness building on early detection and treatment	◆ Corporate citizenship and philanthropy
Compliance, Product Quality and Safety	◆ Quality, safety and regulatory compliance in products, services and solutions	◆ Business ethics and compliance ◆ Privacy, Information and cyber security	◆ Risk and resilience management, risk culture ◆ Ethical marketing practice ◆ Innovation to improve mftg process ◆ Tax transparency
Responsible Supply Chain	◆ Supply chain risk mitigation and resilience	◆ Human rights commitment 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

Medium-term Goals and KPIs/Achievements (Top Priority)

FY2026: Medium-term Goals and KPIs/Achievements (Top Priority)

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

Six Focus Areas	Materiality Topics Positioned as Top Priorities	Medium-term Goals and KPIs	Achievements (FY2026)
Healthcare Access and Outcome	◆ Contribution to health equity and access – Contribution to health equity – HCP training and enablement – Strategy to improve accessibility to product	CAGR +20% Colorectal cancer-related training in target emerging countries and regions	84 programs (CAGR +105% compared to FY2024)
		CAGR +20% Colorectal cancer-related online / hybrid training provided with HCPs globally	87 programs (CAGR +22% compared to FY2024)
Compliance, Product Quality and Safety	Quality, safety and regulatory compliance in products, services and solutions	Timely ESG disclosures according to SASB Standards* * 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.	Appropriate disclosure was done. Details shown in the following chart. ⌄ Information Disclosure in Accordance with SASB Standards on Product Quality and Safety
Responsible Supply Chain	Supply chain risk mitigation and resilience	Annual assessment/monitoring for multi-tier supply chain risks	Continued multi-tier supply chain risk assessment and monitoring across direct material suppliers through a digital platform. In FY2026, we further advanced supplier engagement in SCV, BCP, and ESG assessments, strengthening risk visibility and enabling more targeted mitigation.
Healthy Organization	Inclusion	100% Eligible employees in Japan* take parental leave by FY2026 * Olympus Corporation	100.6%
Carbon Neutral Society and Circular Economy	◆ 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): 859,311 t-CO_2e (+22% compared to FY2020) Increased emissions compared with the base year due to growth in material procurement as sales

Six Focus Areas	Materiality Topics Positioned as Top Priorities	Medium-term Goals and KPIs	Achievements (FY2026)
			expanded. Requested suppliers to measure their GHG emissions and set targets aligned with the SBTs to reduce emissions from suppliers, which account for the majority of emissions. Also continued initiatives to reduce emissions from logistics, such as direct delivery and the use of ships.
		Carbon neutral: Net-zero GHG emissions (Scope 1 and 2) from our site operations by FY2031	GHG emissions (scope 1 and 2): 29,566 t-CO_2e (-76% compared to FY2020) * Excluding the amount offset through carbon offsets, GHG emissions were reduced by 66% compared to FY2020. Implemented production process improvements and energy-saving initiatives that contribute to reducing CO_2 emissions, and switched to fuels with lower CO_2 emissions. Also significantly reduced emissions compared with the base year through long-term procurement of renewable energy via off-site corporate PPAs (power purchase agreements) and expanded use of electricity from renewable energy sources through green power certificates and other measures.
Corporate Governance	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

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	Products listed in any public medical product safety or adverse event alert 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 associated with products	Appropriately disclosed in accordance with US FDA requirements. MAUDE - Manufacturer and User Facility Device Experience (fda.gov)
SASB:HC-MS-250a.4	Number of enforcement actions taken in response to violations of good manufacturing practices (GMP) or equivalent standards, by type	Appropriately disclosed on the following website. https://datadashboard.fda.gov/ora/cd/inspections.htm

FY2027: Medium-term Goals and KPIs



Link to Activities Pages

- Materiality Story
- 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.

Materiality Stories：Six Focus Areas and 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 respective 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

Link

- ESG Strategy and Materiality
- Impact Action Stories

Focus Area 1

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**

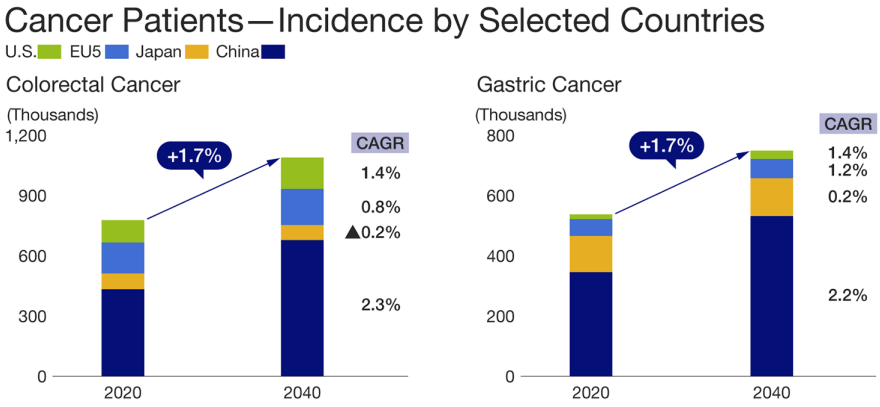
Why Why are we taking these actions?

Contributing to early detection and treatment of cancer

Olympus Perspective 1: Number of Cancer Patients

The number of cancer patients is trending upward worldwide

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

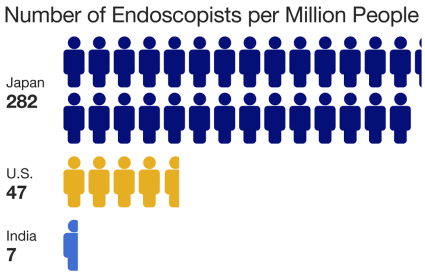


* EU5: UK, France, Italy, Germany, Spain Source: Epi Database, Cerner Enviza. Accessed July 2023
(Reference data) Integrated Report 2023 Page 42-45 https://www.olympus-global.com/ir/data/integratedreport/pdf/integrated_report_2023e_A4.pdf?231114a.pdf

Olympus Perspective 2: Medical Care Provision Environments

Disparities in medical care systems and levels among countries and regions

The number of endoscopists per million people is 282 in Japan, but only 7 in India.[1] Survival rates of cancer patients are lower in India than in developed countries. The five-year survival rate for colorectal cancer patients is about 70%[2] in Japan, but is only about 30%[3] in India.
In this way, there are large disparities in medical care systems and the standard of care among countries and regions.



1 Compiled by Olympus using publicly available data

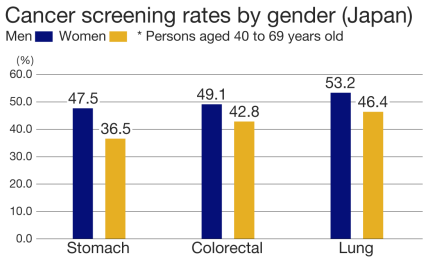
2 National Cancer Center Japan, Cancer Information Service, Aggregation of Hospital-based Cancer Registry Survival Rates https://ganjoho.jp/public/qa_links/report/hosp_c/hosp_c_reg_surv/index.html (in Japanese, accessed March 16, 2023)

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

Olympus Perspective 3: Public Awareness

Raising awareness of the importance of early detection and treatment

The more cancer progresses, the fewer the available treatment options, and post-treatment survival rates also tend to decline. As a result, early detection and treatment of cancer are considered to be crucial, and various countries and regions are encouraging cancer screening. In Japan, the Ministry of Health, Labour and Welfare has set a cancer screening rate target of 60%. According to the Comprehensive Survey of Living Conditions conducted in 2022, however, the cancer screening rates for men aged 40 to 69 years are 47.5% for gastric cancer, 49.1% for colorectal cancer, and 53.2% for lung cancer, all falling short of the target, and the survey results indicate that the rates are even lower for women.*
In light of this situation, we believe that the early detection and treatment of cancer requires the expansion of medical care provision environments, including the implementation of regular screening and checkups, and that gaining the public's understanding of the importance of early detection and treatment will be crucial.



* 2022 Comprehensive Survey of Living Conditions (Ministry of Health, Labour and Welfare)
https://www.mhlw.go.jp/toukei/saikin/hw/k-tyosa/k-tyosa22/index.html (in Japanese)

How How will we achieve this?

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

Approach 1: Human Resource Development

Providing opportunities for endoscopy training to healthcare professionals

The Olympus Group has established 17 endoscope training centers worldwide so that healthcare professionals in countries and regions around the world can use endoscopes with confidence. These training centers are equipped with facilities that resemble actual operating rooms and endoscopy rooms and comprehensively provide specialized and advanced educational programs and training to enhance clinical knowledge and procedures so that healthcare professionals can demonstrate the highest levels of performance and provide safety and care to patients.
We also support the development of systems that enable healthcare professionals to handle endoscopes safely, including the provision of multiple educational and training programs in collaboration with medical associations.

〈Related Materiality Topics〉 Contribution to health equity and access

Approach 2: Technological Innovation

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

The endoscope is a main product of the Olympus Group. Development started in 1949 when a doctor at the University of Tokyo made a request for the development of a camera that could photograph and examine the interior of the patient's stomach. Doctors and the development team at Olympus cooperated to overcome many challenges and pursued the ideal of creating a camera that (1) presented no danger to the patient, (2) created minimal discomfort, (3) allowed photographing of any part of a stomach in a short amount of time, and (4) delivered crisp images for easier diagnosis. As they raised the level of perfection, the developed camera became widely accepted.
This approach to manufacturing has been handed down to the present day, and Olympus continues to work with endoscopists and listen to their needs to develop technology for endoscopic equipment.
We are currently developing software that uses AI to detect lesion candidates and support diagnoses by doctors, single-use endoscopes, an Intelligent Endoscopy Ecosystem, and more.

〈Related Materiality Topics〉 Innovation for better healthcare outcome

Approach 3: Public Awareness

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

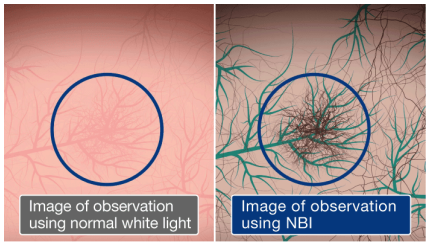
The Olympus Group collaborates with medical associations and local governments in multiple countries and regions to promote educational activities that convey the importance of early detection and treatment of cancer to the public.
In Japan, we support educational activities on cancer screening in cooperation with local governments. In addition, we support educational programs on cancer screening in collaboration with medical associations and NPOs in countries and regions around the world.
We also use our owned media to explain about cancer and provide information on the importance of screening, testing methods, and other topics.

〈Related Materiality Topics〉 Corporate citizenship and philanthropy

What What specifically will we do?

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

Narrow Band Imaging (NBI) developed by Olympus is a representative example of technological innovation that is contributing to the early detection and treatment of cancer.
The gastrocamera 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
Doctor interview: Improving access to healthcare in India through outreach endoscopic screening programs

See here for more details: Impact Action Story
Contributing to Improvements in Healthcare Standards in India by Supporting Outreach Gastrointestinal Endoscopic Screenings

Related Information

- Healthcare Access and Outcome
- Supporting Physician Development in Emerging Countries
- True to Life Stories

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.

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.

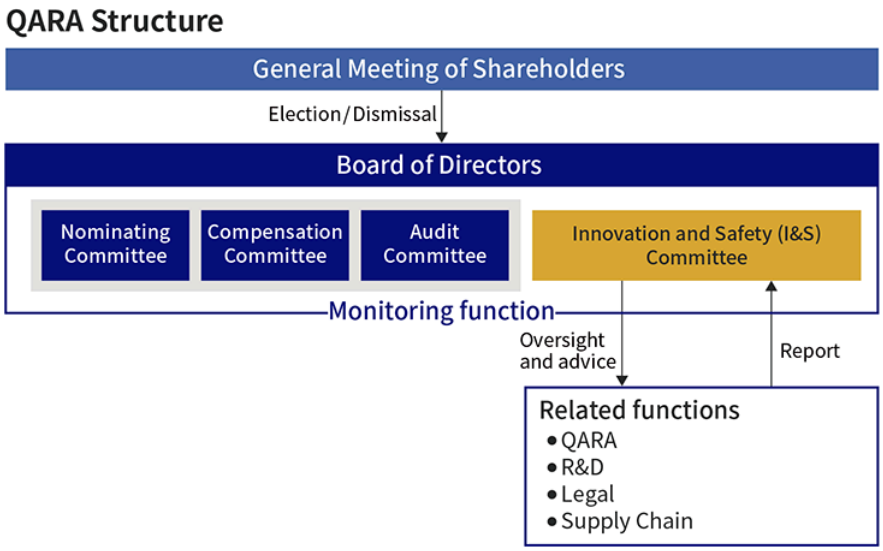
〈Related Materiality Topics〉 Quality and safety in product, service and solution

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 the Innovation & Safety (I&S) Committee (formerly the QA&RA Committee), a voluntary committee composed of outside directors, under the Board of Directors in April 2023. 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



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

What What specifically will we do?

Initiative Example 1:
Driving *Elevate*, Our Holistic 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

Focus Area 3

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?

Why Why are we taking these actions?

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.

How How will we achieve this?

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 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 (CO_2) ◆ Human Rights

Approach 3: Reducing greenhouse gas emissions

Requesting that suppliers set SBTs

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

SCIENCE BASED TARGETS
DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

〈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
- Reduce Environmental Impact

Focus Area 4

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?

Why Why are we taking these actions?

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 employees and achieve a better corporate culture and work environment. The results are shared with management, including regional management, and measures are implemented at various organizational units.

<Materiality Topics> Employee development and engagement

Approach 3: Workplace Safety and Human Rights

Ensuring safe and healthy workplace and respect for human rights



The Olympus Global Code of Conduct states that “Safe and healthy workplace is a major priority. We take proactive steps to prevent accidents and occupational illnesses at work and promote good health and wellness as well as work-friendly environment.” Based on this policy, efforts to promote the better health of employees are regarded as an important factor in supporting the sustainable growth of the company, with the company actively building and maintaining a Health Promotion System and engaging in concrete initiatives.

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

<**Materiality Topics**> Workplace safety and human rights

What What specifically will we do?

Initiative Example 1: Global Inclusion Promotion System



To strengthen our commitment to fostering a more inclusive workplace, Olympus Group maintains the role of Chief Officer of Inclusion (COI) as a key part of our global governance structure. Currently, this role is held by Denise Lane.

Chief Officer of Inclusion provides executive oversight of Olympus’ global Inclusion strategy, partnering across leadership and Inclusion teams to strengthen governance and accountability, embed inclusive practices into core business and management systems, and elevate the company’s external inclusion presence.

Related Information

- Human Capital and Healthy Organization
- Inclusion
- Employee Development
- Occupational Safety and Health
- Human Rights

Focus Area 5

Carbon Neutral Society and Circular Economy



The Future That We Envision

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

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

Materiality Topics

Top Priority	• **Scope 1 and 2 carbon emissions** • **Scope 3 carbon emissions** • **Circularity through product stewardship**
High Priority	• **Water and waste management** • **Climate risk resilience**
Others	• **Environmental reporting transparency**

Why

Why are we taking these actions?

How

How will we achieve this?

What

What specifically will we do?

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」

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 2[1]) to achieve carbon neutrality[2] 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 3[1]). 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 2040[2], 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 CO_2 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 product stewardship

Product stewardship refers to initiatives to ensure the quality and safety of products and packaging at all stages of their life cycle (development, raw material procurement, manufacturing, transport, use, repair, disposal, and recycling), and to minimize the risk of impacts on people and the environment.
The Olympus Group pursues the environmentally conscious design (eco-design) of products and packaging materials in product development for patient- and environmentally-friendly sustainable healthcare and has established the Eco-friendly Product and Packaging Design Guidelines.
As part of our ESG (environment, social, and governance) initiatives in our company strategy announced in May 2023, we have set “achieving a circular economy through product stewardship” as an initiative, established a dedicated promotional unit within our development functions, and are promoting initiatives in the seven priority areas shown in the figure on the right.



- 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.



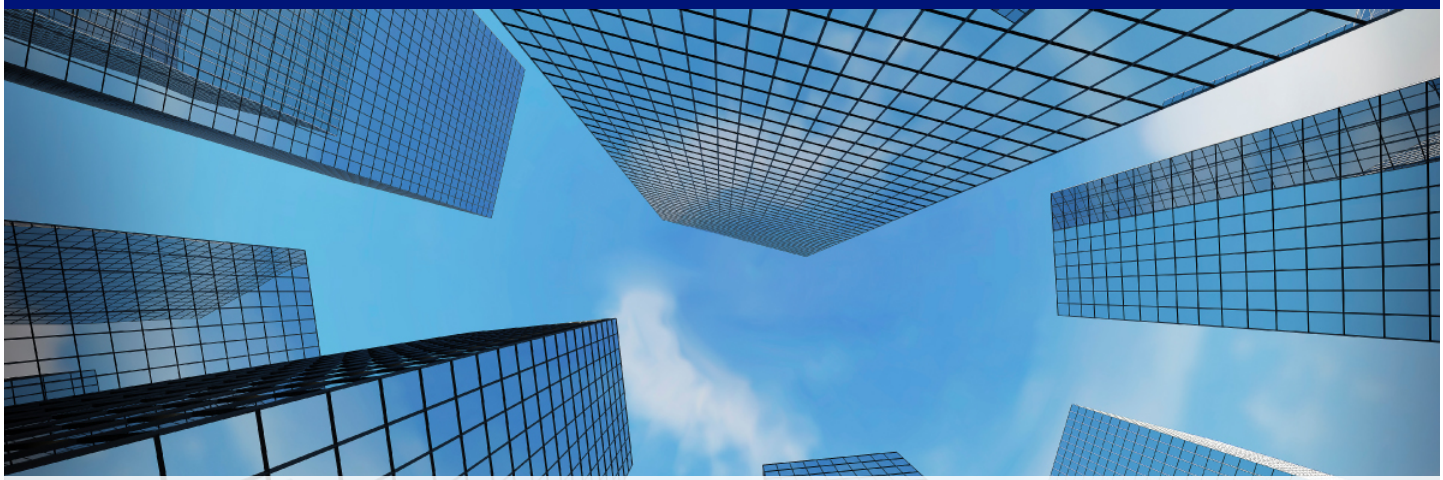
See here for more details: Impact Action Story

Related Information

- Management System
- Initiatives for Climate Change
- Product Stewardship
- Olympus's Net-Zero Targets Approved by SBTi

Focus Area 6

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?

Why Why are we taking these actions?

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: Effectve 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.



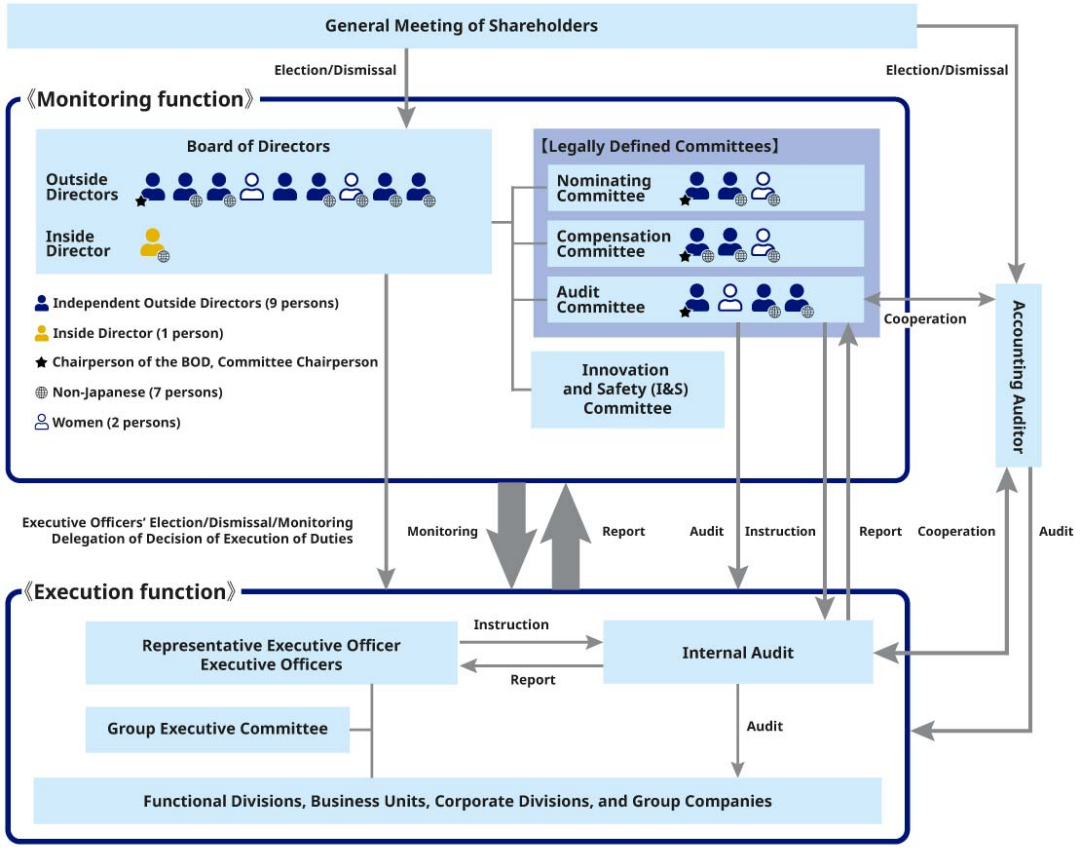
Initiatives promoting improvement of internal and management systems, and of information disclosure

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: Developing Enterprise Risk Management System (ERM)

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. The Olympus Group has been continuously developing our Enterprise Risk Management System (ERM) to manage risks in an integrated manner across the enterprise.

See here for more details: Risk Management System

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.



Doctor Interview: Improving Access to Healthcare in India through Outreach Endoscopic Screening Programs

Focus Area 1: Healthcare Access and Outcomes

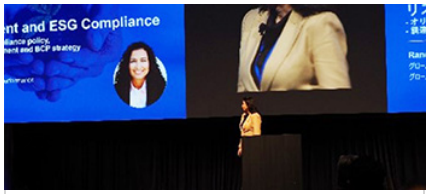
September 2026



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



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

Focus Area 1: Healthcare Access and Outcomes

April 2024



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

Focus Area 5: Carbon Neutral Society and Circular Economy

March 2024

Link

- ESG Strategy and Materiality
- Materiality Stories

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://hbcr-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.

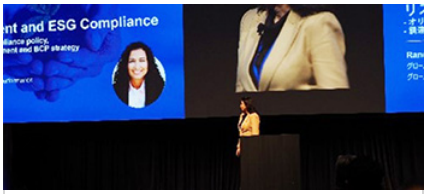
Also recommended



Doctor Interview: Improving Access to Healthcare in India through Outreach Endoscopic Screening Programs

Focus Area 1: Healthcare Access and Outcomes

September 2026



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Focus Area 5: Carbon Neutral Society and Circular Economy

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Related Links



A partnership to improve lives through gastrointestinal endoscopy advancement in India

Working in partnership to improve healthcare for people across different socio-economic backgrounds, Dr. Reddy's organization, AIG, was formed under the philosophy that patients everywhere should receive the best available in medical technology, infrastructure, and talent, equal to that seen in developed countries.

Doctor Interview: Improving Access to Healthcare in India through Outreach Endoscopic Screening Programs

September 2026

Focus Area 1: Healthcare Access and Outcomes



Even as India, with the world's largest population, undergoes rapid economic development, there remain significant disparities in access to healthcare depending on the region. In rural and other areas, there is a severe lack of infrastructure for cancer screening and treatment. Furthermore, a lack of awareness about endoscopic screenings themselves, as well as the financial burdens, such as the need to travel long distances for diagnoses, are proving additional barriers to accessing healthcare. Considering these circumstances, Olympus is partnering with medical institutions and healthcare professionals to implement an outreach endoscopic screening program that will deliver screening opportunities to local communities. Under this program, Olympus provides endoscopic screening equipment, while the medical institutions provide the vehicles to carry the equipment, communications devices, and the staff who will be involved in screenings, to enable endoscopic screenings to be conducted in areas faced with issues such as limited access to healthcare. We conduct awareness campaigns using pamphlets and other materials through local medical institutions and NGOs, while also performing endoscopic screenings for eligible individuals.

For the current article, we spoke with Dr. Saurabh Mukewar of Midas Hospital, which is one of our partner medical institutions, about the healthcare challenges he has observed on the ground, as well as the changes now being realized through the outreach endoscopic screening program.

Refer here for an interview with the Olympus India General Manager, Medical Business on the outreach screening program (published April 2024):

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



Dr. Saurabh Mukewar

He is a consultant gastroenterologist at Midas Hospital and has been involved in the endoscopy camp initiative aimed at improving access to gastrointestinal care in rural communities in India.

Q1. What motivated you to participate in this initiative, and what unmet needs in rural or underserved areas did you aim to address?

Answer-

Midas Hospital was motivated to participate in this initiative with the aim of improving access to specialized gastrointestinal healthcare services in rural and underserved areas, where advanced diagnostic facilities like endoscopy are often unavailable or difficult to access. Many patients in these regions ignore or delay treatment for gastrointestinal symptoms due to lack of awareness, financial limitations, and the need to travel long

distances for diagnosis.

Through the rural endoscopy camps, our objective was to provide early screening, timely diagnosis, and medical guidance for patients suffering from digestive disorders. The initiative also focused on creating awareness about gastrointestinal diseases and the importance of preventive healthcare. By conducting these camps, Midas Hospital aimed to bridge the healthcare gap and ensure that quality endoscopy services reach patients who otherwise have limited access to such specialized care.



Endoscopy van stationed for screening



Patient are screened and counselled

Q2. 3 years since the start of this initiative, what tangible changes have you observed in patient access, diagnosis, or treatment outcomes?

Answer-

Over the past three years, the endoscopy camp initiative has brought significant improvements in patient access to specialized gastrointestinal healthcare services in rural and underserved areas. Many patients who previously had limited or no access to diagnostic facilities were able to undergo timely endoscopic screening and consultation closer to their communities.

The initiative has helped in the early detection and diagnosis of gastrointestinal conditions such as ulcers, gastritis, gastrointestinal bleeding, liver-related complications, and suspected malignancies. Early diagnosis has enabled patients to receive timely treatment and referrals, reducing delays in medical intervention and improving overall treatment outcomes.

In addition, the camps have increased health awareness among rural populations regarding digestive health and the importance of early medical evaluation. There has also been a noticeable rise in follow-up consultations and continuity of care, as patients have become more proactive about seeking treatment after participating in the camps. Overall, the initiative has contributed to better healthcare accessibility, improved patient confidence, and enhanced quality of care in underserved communities.



MIDAS team for endoscopy van camp

Q3. How has this initiative influenced local healthcare capacity, such as skills transfer, collaboration, or system improvements?

Answer-

The endoscopy camp initiative has positively influenced local healthcare capacity by strengthening collaboration between Midas Hospital and healthcare professionals in rural areas. Through these camps, local doctors, nurses, and healthcare workers were exposed to advanced gastrointestinal screening procedures and patient management practices, which helped improve their clinical understanding and awareness regarding digestive diseases.

The initiative also encouraged better coordination and referral systems between rural healthcare centres and specialized hospitals, enabling patients requiring advanced treatment to receive timely care. Local healthcare staff gained practical exposure in patient counselling, screening processes, infection control practices, and post-procedure care during the camps.

Additionally, the camps contributed to system improvements by promoting preventive healthcare practices and increasing awareness about the importance of early diagnosis. This collaborative approach has helped build trust within the community and strengthened the overall healthcare network in underserved regions.



Scene from a lecture for local healthcare professionals on endoscopic screenings given by Dr. Saurabh and the Midas Hospital team

Q4. Can you share a memorable case or example that illustrates the impact of this initiative on patients or communities?

Answer-

One of the most memorable cases during the endoscopy camp initiative involved a middle-aged patient from a remote rural area who had been suffering from persistent abdominal pain, difficulty swallowing, and weight loss for several months. Due to lack of awareness and limited access to specialized healthcare facilities, the patient had not undergone any proper medical evaluation earlier.

During the endoscopy camp conducted by Midas Hospital, the patient underwent screening and was diagnosed with an esophageal cancer at an early stage. The timely diagnosis allowed immediate referral and further treatment planning, which significantly improved the patient's chances of recovery.

This case highlighted the importance of bringing advanced diagnostic services like endoscopy directly to underserved communities. It also created greater awareness among local residents about the benefits of early screening and encouraged many other patients to seek medical consultation for symptoms they had previously ignored. The initiative not only impacted individual patients but also strengthened community trust in preventive and specialized healthcare services.



Endoscopy camp consultation

Q5. What are your expectations for the future of this initiative, and what is needed to further expand its impact?

Answer-

Midas Hospital envisions expanding the rural endoscopy camp initiative to reach more underserved and remote communities where access to specialized gastrointestinal healthcare services remains limited. In the future, we aim to conduct camps on a larger scale with regular follow-up programs, increased awareness activities, and improved screening facilities to ensure early detection and timely treatment of gastrointestinal diseases.

To further expand the impact of this initiative, greater collaboration with local healthcare authorities, NGOs, and community health workers will be essential. Additional support in terms of medical infrastructure, trained manpower, advanced diagnostic equipment, and financial assistance for economically weaker patients will help make these services more accessible and sustainable.

We also expect the initiative to continue promoting preventive healthcare awareness and encouraging patients to seek early medical consultation rather than delaying treatment. With consistent efforts and stronger healthcare partnerships, the rural endoscopy camp initiative can significantly improve healthcare outcomes and quality of life in underserved communities.



Patients and their families during camp

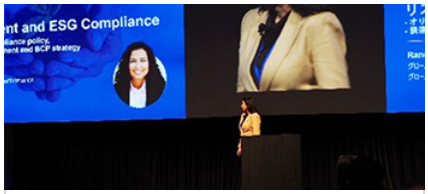
Activity Outcomes from 2022 to 2025

The outreach endoscopic screening program not only provides access to screening services but is also helping to build trust in preventive healthcare and specialized medical services among residents of local communities. We have achieved the following outcomes through the activities we have undertaken over the past three years.

- Total distance travelled: Approximately 30,000 km
- Partner medical institutions: 7
- Locations at which outreach endoscopic screenings were provided: 60
- Endoscopic screenings performed: Over 1,700
- Cases leading to early disease treatment: 20
- Physicians receiving endoscopy training: Over 1,000

Going forward, Olympus will continue to collaborate with partners in local communities to raise awareness among both residents of local communities and healthcare professionals of the importance of endoscopic screenings. At the same time, we will advance initiatives to contribute to the realization of healthcare systems that ensure people can get the screenings that they need, when they need them, even in areas where healthcare access is limited.

Also recommended



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

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Focus Area 1: Healthcare Access and Outcomes

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

Focus Area 5: Carbon Neutral Society and Circular Economy

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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.



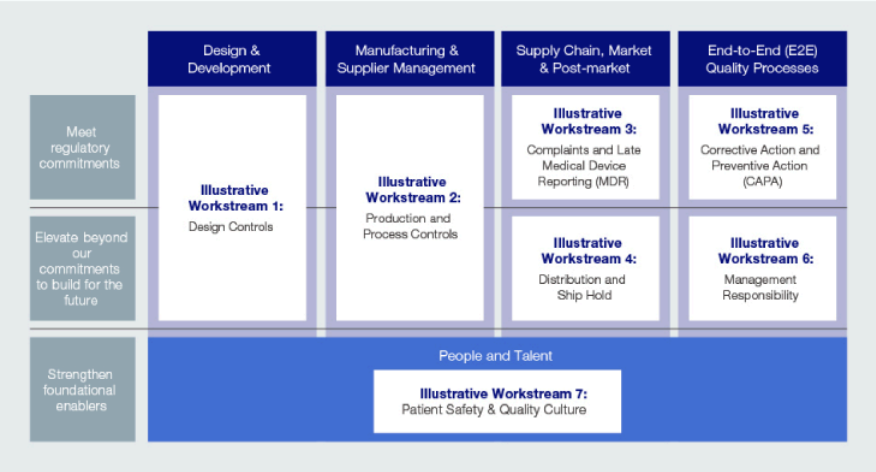
Melissa Lake

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

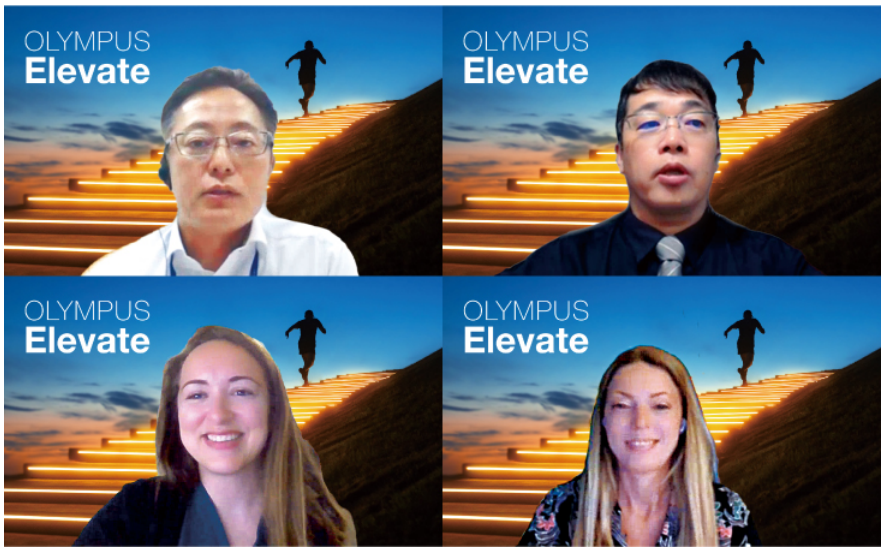
Q. What are the differences between Olympus before *Elevate*, and now that it has begun?

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 pr eviously 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



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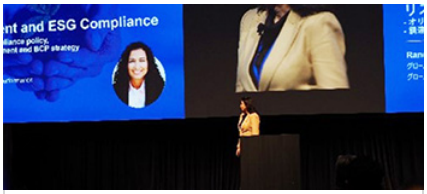
September 2026



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

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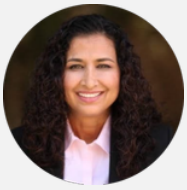
Focus Area 3: Responsible Supply Chain



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.



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



Doctor Interview: Improving Access to Healthcare in India through Outreach Endoscopic Screening Programs

Focus Area 1: Healthcare Access and Outcomes

September 2026



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

Focus Area 1: Healthcare Access and Outcomes

April 2024



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

Focus Area 5: Carbon Neutral Society and Circular Economy

March 2024

To list of stories

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

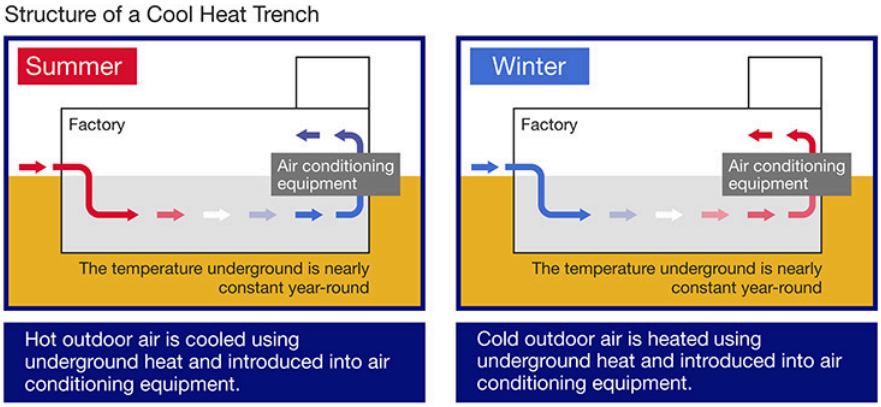
Q. Please describe some of the measures for reducing greenhouse gas emissions that Aizu Olympus has taken so far, and what led to the company taking those measures.

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.



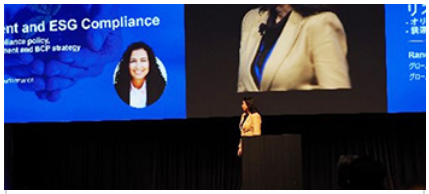
Also recommended



Doctor Interview: Improving Access to Healthcare in India through Outreach Endoscopic Screening Programs

Focus Area 1: Healthcare Access and Outcomes

September 2026



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

Focus Area 3: Responsible Supply Chain

March 2025



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

Focus Area 1: Healthcare Access and Outcomes

April 2024

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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 FY2026, 96% 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 2026)

Sites			Date of site single certification acquisition	Transition date of multisite certification
Japan	Olympus Corporation	Global Headquarters	March 2000	August 2020
		Hachioji Site Technology Development Center Utsuki	March 2000	August 2020
		Nagano Site (Tatsuno)	February 1998	August 2020
		Nagano Site (Ina)	May 2014	August 2020
		Shirakawa Site	October 1998	August 2020
	Olympus Medical Systems Corporation	Hinode Plant	July 1998	August 2020
	Nagano Olympus Co., Ltd.		October 2011	August 2020
	Aizu Olympus Co., Ltd		October 1998	August 2020
	Shirakawa Olympus Co., Ltd		October 1998	August 2020
	Aomori Olympus Co., Ltd		November 1998	August 2020
Americas	Olympus Surgical Technologies America National Service Center West		December 2005	–
	Olympus Corporation of the Americas ◆ Center Valley Pennsylvania Regional Headquarters ◆ Breinigsville Pennsylvania Distribution Center		September 2019	–
	Olympus Surgical Technologies America ◆ Bartlett Tennessee Manufacturing Facility ◆ Brooklyn Park Minnesota Manufacturing Facility		September 2019	–
Europe/Middle East	Olympus Winter & Ibe GmbH ◆ Hamburg Manufacturing Facility ◆ Teltow（Berlin）Manufacturing Facility		May 2001	–
	KeyMed (Medical & Industrial Equipment) Ltd. ◆ Southend-on-Sea Manufacturing Facility ◆ Bolton Manufacturing Facility		March 2002	–
	Algram Group Ltd.		January 2007	–
	Olympus Iberia S.A.U.		September 2018	–
	Olympus Medical Products Portugal, Unipessoal LDA		April 2024	–
Asia/Oceania	Olympus Vietnam Co.,Ltd.		April 2013	August 2020
	Olympus Australia Pty Ltd		August 2017	–
	Olympus New Zealand Limited		August 2017	–
China	Olympus Trading (Shanghai) Co., Ltd. GuangZhou Branch		October 2004	August 2020
	Olympus Trading (Shanghai) Limited		February 2012	August 2020

Long-term Targets and Measures

The Olympus Group is acutely aware of current 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 from our site operations (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 from our site operations 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, we continuously provide support to suppliers, in order for them to set their voluntary greenhouse gas emissions reductions targets and implement 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 CO_2 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 FY2026

Action Area	Main Indexes	FY2026 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 ◆ Created and communicated a guide for internal audit leaders to promote understanding of their roles and responsibilities and improve audit quality

Action Area	Main Indexes	FY2026 Results and Implementation Items
	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, water management, waste management, and chemical substance 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: ◆ FY2026: down 65% (compared to FY2020) ◆ FY2031: achieve carbon neutrality	Greenhouse gas emissions: down 76%* (compared to FY2020) ◆ Improved production processes and implemented energy-saving measures to reduce CO_2 emissions * Down 65% excluding reductions achieved through carbon offsets
	Renewable energy rate (electricity): ◆ FY2026: 90% ◆ FY2031: 100%	Renewable energy rate (electricity): 94% ◆ Installed solar power generating facilities on the rooftops of in-house facilities, procured renewable energy through long-term corporate 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 CO_2 impact of each supplier ◆ Conducted briefings and individual trainings for suppliers on determining and reducing CO_2 emissions ◆ Conducted corporate surveys on ESG of suppliers to determine the status of implementation of measures
Initiatives concerning natural capital and waste	Waste recycling rate ◆ FY2026: 87%	Waste recycling rate: 90% ◆ Reduced waste generation and encouraged recycling and conversion of waste into valuable resources through thorough sorting ◆ Reduced processing losses by improving manufacturing processes
	Improve water use efficiency ◆ FY2026: improve compared to FY2023	Water use efficiency: improved by 14%(compared to FY2023) ◆ 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	◆ Promoted the procurement and use of sustainable paper resources, including certified paper, for packaging materials, office supplies, and instruction manuals in accordance with the Paper Use and Procurement Guidelines ◆ Performed social contribution measures tailored to regional issues such as tree planting, cleanup campaigns, and awareness raising at each site

Action Area	Main Indexes	FY2026 Results and Implementation Items
Product stewardship	Promote initiatives for environmentally conscious design to improve resource recycling in product and packaging lifecycles	◆ Promoted initiatives for environmentally conscious design in accordance with the globally established product and packaging design rules

Compliance with Environmental Laws and Regulations

Olympus Group continuously develops and maintains internal rules and regulations adapted to statutory requirements, and trains environmental managers and related personnel, as well as monitoring and improving on-site management.
In FY2026, there were no serious violations of laws and regulations or accidents that had a serious impact on the environment, and no monetary sanctions, such as fines or penalties, or other sanctions were 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.
During FY2026, we conducted an environmental e-learning program for Group employees in conjunction with World Environment Day in June, with this training successfully raising the environmental awareness of employees. This was achieved by informing employees about the status of environmental issues (including climate change, resource recycling, and biodiversity conservation) as well as societal trends, and by sharing case studies of our initiatives in areas such as our internal measures to address climate change, product stewardship, natural capital conservation, and waste management. In addition, we shared specific case studies of initiatives aimed at furthering energy conservation, waste reduction, and water conservation across all processes of procurement, manufacturing, logistics, and sales, with the goal of embedding such practices into our day-to-day business.

In addition, at each of our global sites, we undertook initiatives to develop specialized personnel who will support the continuous improvement and effective operation of our environmental management system. This included implementing specialized environmental training tailored to regional characteristics and training on compliance with environmental laws and regulations.

Major Environmental Education Programs (FY2026)

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 ◆ Asia and Oceania regions: 226 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: 10,980 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): 2,159 participants ◆ Europe and Americas: 2,058 participants China/Asia and Oceania regions (implemented at manufacturing sites): 1,614 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: 10 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: 31 participants ◆ Americas, Europe, and China/Asia and Oceania regions: Implemented at manufacturing sites Education for EHS internal audit leaders (created and communicated a guide for audit leaders to reaffirm their roles and responsibilities and enhanced understanding of effective audit implementation and appropriate corrective action follow-up) ◆ Japan: Implemented at manufacturing/development sites

Information Disclosure Based on TCFD

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

Governance

Disclosure items	a) Describe the Board of Directors' monitoring system for climate-related risks and opportunities b) Describe the role of senior management in assessing and managing climate-related risks and opportunities

Governance related to climate change is incorporated into the common sustainability governance system. The ESG Committee, which is led by the ESG Officer and comprises the heads of each Functional Division, deliberates on important measures and monitors their progress. Details of matters confirmed by the ESG Committee are reported to the Group Executive Committee and the Board of Directors, both of which provide advice and guidance to the ESG Committee to ensure the effectiveness of the process. The Carbon Neutrality Working Group has been established under the ESG Committee to consider measures and promote activities across functional boundaries. Also, to reinforce the commitment of management to the ESGs and climate change initiatives, some of the executive officers' performance-based stock remuneration, a part of our long- term incentive remuneration, is linked to the degree of progress on achieving CO_2 emissions reduction targets from our site operations.

（CDP alignment: C4.1.2、C4.2、C4.3、C4.3.1）

Strategy

Disclosure items	a) Describe the short-, medium-, and long-term climate change risks and opportunities identified by the organization b) Describe the impact of climate-related risks and opportunities on the organization's business, strategy, and financial plans c) Describe the resilience of the organization's strategy based on various investigations of climate-related scenarios, including below 2° C scenarios

The Olympus Group identifies risks and opportunities related to climate change for each of the short-term, medium-term, and long-term time frames by using scenario analysis. The influence of climate change on our business activities is analyzed based on 1.5-degree scenario: RCP 1.9 (NZE) (keeping the increase in the global average temperature to below 1.5° C above pre-industrial levels), and the 4-degree scenario: RCP8.5 (where the increase is assumed to be up to 4° C above pre-industrial levels), both of which were presented by the International Energy Agency (IEA). We recognize that the major risks in the short-term period (less than one year) and the medium-term (one to five years), would be the suspension of factory operations and breakdown of supply chains due to natural disasters, together with impairment of assessments or the Group's reputation among stakeholders due to inadequate responses to climate change or insufficient disclosures. Meanwhile, the risks in the long-term period (five years or more) would be an increase in business costs due to the introduction of carbon taxes and further tightening of greenhouse gas emissions regulations, as well as a decline in competitiveness due to an inadequate response to regulations for the reduction of greenhouse gas in our product sectors.

Although such climate change risks could affect the Olympus Group's strategy and financial plan, we assume that the scope of impact would be relatively small. As a transition risk, an increase in operational costs accompanying the introduction of a carbon tax, etc. can be expected in the future. However, the impact of this is assumed to be limited as energy costs at factories are minor when considered in terms of overall operational costs. Regarding physical risks, while operations at our own factories could be affected by natural disasters such as typhoons, we have confirmed that all of our factories are located in areas with a low risk of such events. In addition, we have established business continuity plans at each site to ensure business continuity even in the event of an emergency. In terms of supply chains, storms and flooding have occurred on a global scale recently and are expected to have impact on material procurement and product supplies, and accordingly, we are working to establish systems that can ensure production through alternative suppliers.

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

(CDP alignment: C2.1、C3.1、C3.1.1、C3.6、C3.6.1、C5.1、C5.1.1、C5.1.2、C5.3)

List of risks and opportunities based on scenario analysis

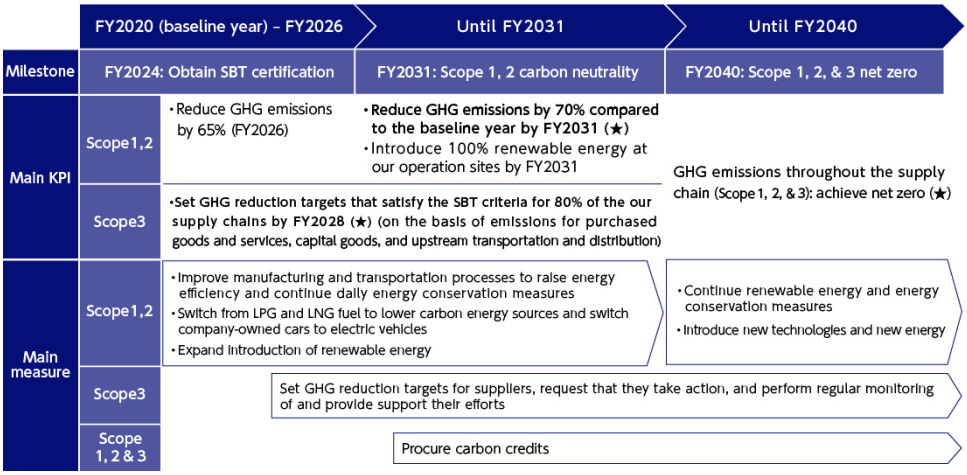
Scenario	Risk or opportunity item		Social change, impact on business	Degree of impact	Time axis	Main initiatives
1.5℃	Transition risks	Policy and laws	Expanded regulation or increased obligations concerning existing products, business activities, and information disclosures	Medium	Short term	• Promote environmentally-conscious designs for products, packaging materials, etc. • Implement energy conservation measures and introduce low-carbon energy including renewable energy to reduce CO_2 • Reinforce measures to address environmental issues and expand and enhance information disclosures
			Expanded carbon taxes and emissions trading*	Small	Long term	
		Changes in technology	Reduction of sales opportunities if the transition to low- carbon manufacturing methods and materials is delayed	Small	Long term	• Promote environmentally-conscious designs for products, packaging materials, etc.
		Changes in markets	Increased costs for energy including fuel needed for business activities as well as raw materials and logistics	Small	Medium term	• Improve manufacturing processes and logistics efficiency • Implement energy conservation measures and introduce low-carbon energy including renewable energy to reduce CO_2 • Reinforce measures to address environmental issues and expand and enhance information disclosures
		Reputation	Impairment of stakeholders' assessments or the Group's reputation with stakeholders due to inadequate responses to environmental issues	Medium	Short term	
	Opportunity	Resource efficiency	Lower costs for raw materials and waste as a result of reviewing products and packaging	Small	Medium term	• Promote environmentally-conscious designs for products, packaging materials, etc. • Implement appropriate management of water and waste • Implement energy conservation measures and introduce low-carbon energy including renewable energy to reduce CO_2
		Energy sources	Improvement of stakeholders' assessments or the Group's reputation with stakeholders due to cost reductions from higher energy efficiency or broader use of low-carbon energy	Small	Short term	
		Products & services	Improved market competitiveness due to development of environmentally-conscious products	Small	Long term	• Promote environmentally-conscious designs for products, packaging materials, etc. • Investigate measures to improve resource circulation through the product lifecycle (product recovery and recycling) • Expand and enhance measures to address environmental issues
		Markets	Improvement of stakeholders' assessments or the Group's reputation with stakeholders due to promotion of environmentally-conscious products	Medium	Short term	

Scenario	Risk or opportunity item		Social change, impact on business	Degree of impact	Time axis	Main initiatives
						and proactively disclose information • Implement energy conservation measures and introduce low-carbon energy including renewable energy to reduce CO_2
		Resilience	Expansion of business that ensures adaptability to climate change	Small	Long term	
4℃	Physical risks	Acute	Disruption of supply chains due to more severe natural disasters	Medium	Short term	• Secure structures for cooperation with suppliers (continuously conduct education and training to enhance the effectiveness of BCP) • Implement optimization measures to ensure supplies of products and services • As flooding countermeasures, identify sites susceptible to flooding and conduct emergency response training
		Chronic	Higher air conditioning costs due to rising average temperatures and lower labor productivity due to changes in the physical condition of employees	Small	Long term	

* Projected financial impact calculated based on the carbon tax price in 2030 noted in the World Energy Outlook 2025 report by IEA, in the absence of a strategy to address the issue: approx. 900 million yen/year

Timeline: Short-term: within 1 year, Medium-term: 1 to 5 years, Long-term: more than 5 years

Level of impact: Calculated based on a three-level system, from the perspective of financials, operations, stakeholders, and legal compliance.



Risk Management

Disclosure items	a) Describe the process the organization utilizes to identify and assess climate-related risks b) Describe the process the organization utilizes to manage climate-related risks c) Describe the ways in which the process the organization utilizes to identify, assess, and manage climate-related risks is integrated into the organization's overall risk management

The Olympus Group uses enterprise risk management methods to collate risks with the potential to impact the Group's business, and to identify and assess those risks that have a substantial impact on business operations, toward supporting the achievement of our corporate philosophy and corporate strategy. As part of this process, we identify risk items related to sustainability and ESG and manage these risks through the Olympus Group risk monitoring and management system. These risks include those associated with climate change-related regulations and technological changes, as well as those resulting from natural disasters. We prioritize and evaluate the identified risks based on their potential impact and likelihood of occurrence and then formulate countermeasures to manage those risks. For risks that could have a particularly substantial impact on business operations, we periodically monitor the status of risk management across the organization and report the results to the Group Executive Committee and Board of Directors.

› Business Risks

Indexes and Targets

Disclosure items	a) Disclose the indicators utilized by the organization to assess climate-related risks and opportunities in accordance with their strategy and risk management processes b) Disclose Scope1, Scope2, and applicable Scope3 GHG emissions c) Explain the targets utilized by the organization to manage climate-related risks and opportunities, and results in relation to those targets

The Olympus Group has set a goal to achieve net zero greenhouse gas emissions (Scope 1 and 2) from our site operations by FY2031, and to source 100% of the electricity used for our site operations from renewable energy by the same fiscal year. Furthermore, we believe that, to contribute broadly to the achievement of a carbon neutral society, we must take steps to reduce not only our own greenhouse gas emissions but also greenhouse gas emissions throughout the supply chain. We have thus set a target of achieving net zero greenhouse gas emissions (Scope 1, 2, and 3) throughout the supply chain by FY2040. In October 2023, we received certification from the Science Based Targets initiative (SBTi) that the Olympus Group's short-term targets and net zero target are consistent with the 1.5°C target set forth in the Paris Agreement.

Targets Certified by SBTi

Long-term target	Achieve net zero GHG emissions (Scope 1, 2, and 3) throughout the entire supply chain by FY2040 (baseline year: FY2020)
Medium-term targets	Reduce GHG emissions (Scope 1 and 2) by 70% compared to FY2020 (baseline year) by FY2031
	Set GHG reduction targets based on scientific criteria by 80% of our suppliers by FY2028 (on the basis of emissions for purchased goods and services, capital goods, and upstream transportation and distribution)

(CDP alignment: C5.1, C5.1.1, C7.6–C7.8, C7.9, C7.52–C7.55)

See the following pages for details on our various initiatives.

- Initiatives for Climate Change
- ESG Data
- Responses to CDP2025 (PDF: 1.8MB)

Please check our latest situation in the sustainability pages.

- Sustainability

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
- 2025 CDP Corporate Questionnaire (PDF: 1.8MB)

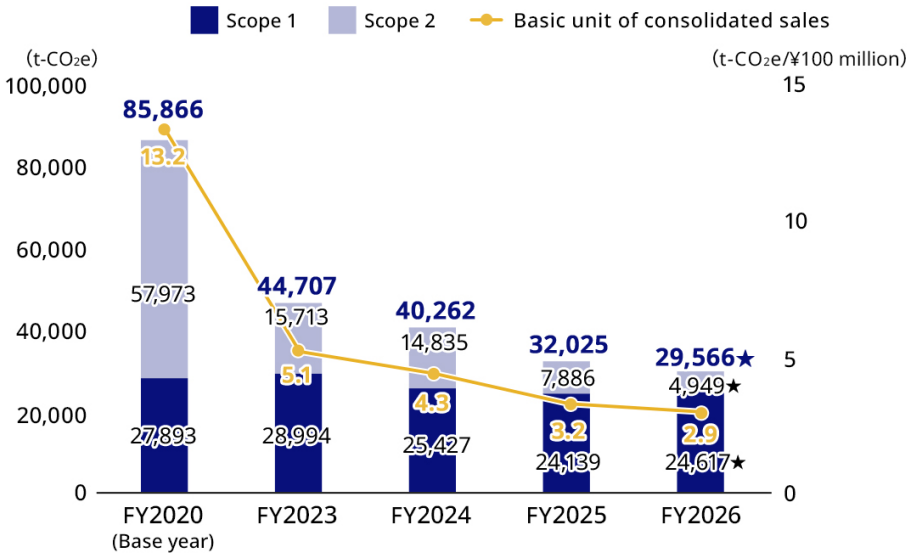
Environmental Goals and Progress

Internal (Scope 1, 2) Results

Indexes	FY2026		FY2027
	Targets	Results	Targets
Greenhouse gas emissions (Scope 1, 2)	-65%	-76%*	-78%
Renewable energy rate	90%	94%	95%（FY2029）

* With offsets from carbon credits excluded, greenhouse gas emissions were reduced by 66% compared to FY2020.

<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. To achieve this target, we aim to reduce greenhouse gas emissions from our site operations by 70% and offset the remaining emissions through carbon credits, thereby achieving net-zero greenhouse gas emissions. To this end, 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 FY2026, 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 FY2026 were reduced by 76% compared to FY2020, the renewable energy rate increased substantially to 94% (89% in FY2025).

For our main initiatives in this regard, Olympus Corporation of the Americas implemented measures to progressively replace company-owned cars with environmentally conscious cars. Through this initiative, the company seeks to reduce both gasoline consumption and CO_2 emissions. We also reduced electricity consumption by switching lighting to LEDs at Olympus Vietnam Co., Ltd. in Vietnam and all buildings at the Kita-aizu Factory in Japan. At Olympus Trading (Shanghai) Limited and Olympus (Suzhou) Medical Device Co., Ltd. in China, we switched the electricity used at business sites to 100% renewable energy-derived power by utilizing green energy certificates (GECs). 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. We completed the introduction of carbon offset gas at the Global Headquarters, the Shirakawa site, Aizu Olympus, and Olympus Medical Systems (Hinode Plant) as well as at Olympus UK & Ireland and Algram Group Ltd. in Europe in FY2025, and did the same at Aomori Olympus in April 2025 (which contributed to a reduction of approximately 8,400 t-CO_2 through switching to carbon offset gas in FY2026).

In FY2027 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: Fully meeting renewable energy targets (China site)

Olympus (Suzhou) Medical Device Co., Ltd. (Suzhou Plant) installed slower power generation facilities on the plant roof, expanding the utilization of renewable energy-derived power. Green Energy Certificates (GECs) were obtained for the Suzhou Plant and Olympus Trading (Shanghai) Limited, and the electricity used at those sites was switched to renewable energy-derived power.





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

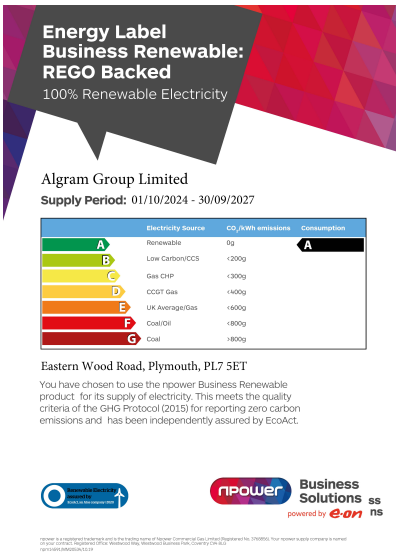
In April 2025, Aomori Olympus, Aizu Olympus, and Shirakawa Olympus, which constitute the Olympus Group's main manufacturing subsidiaries in Japan, introduced an offsite corporate PPA service to procure power derived from renewable energy from offsite sources. While we have already made the transition 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)

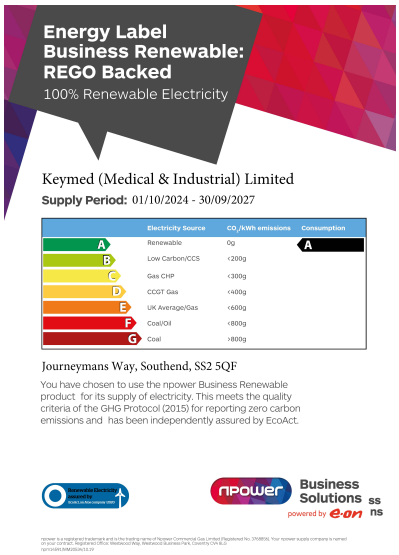
Green Energy Certificates



Olympus Europa SE & Co. KG (Germany)



Algram Group Ltd. (UK)

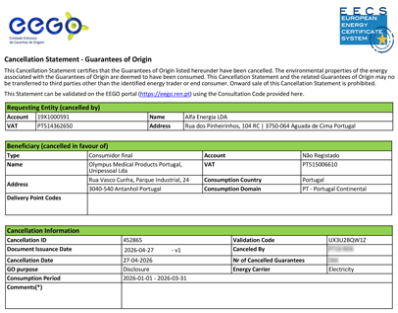


KeyMed (Medical & Industrial Equipment) Ltd. (UK)



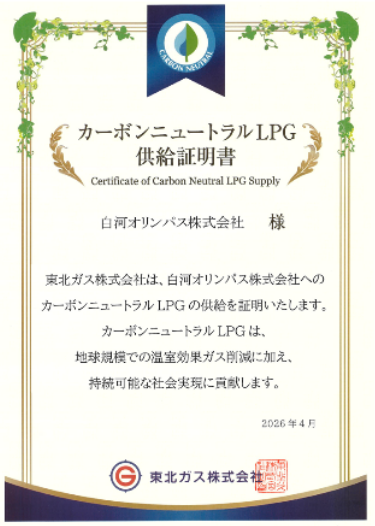


Olympus Surgical Technologies America: Redmond (Gyrus ACMI, Inc.) (USA)

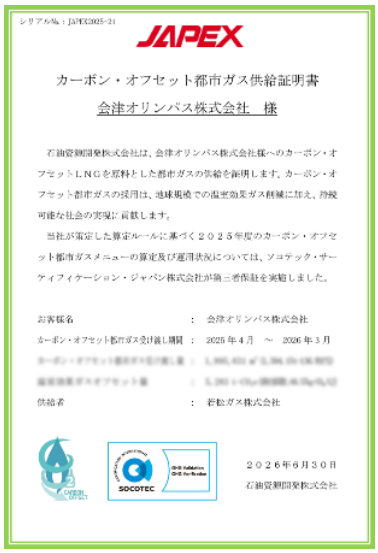


Olympus Medical Products Portugal, Unipessoal LDA (Portugal)

Logo for the Carbon Offset LNG



Shirakawa Olympus



Aizu Olympus



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



Aomori Olympus



Olympus Medical systems

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 were selected as a "CDP Supplier Engagement Leader," the highest rating in the Supplier Engagement Rating (SER) conducted by CDP*, an international non-profit organization, in both 2024 and 2025.

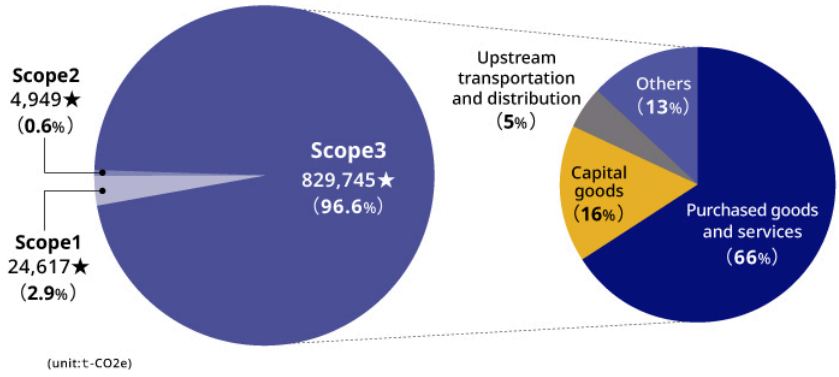
As shown in the graph, Scope 3 greenhouse gas emissions account for 90% or more of all Olympus Group supply chain greenhouse gas emissions (Scope 1, 2, and 3). Among Scope 3 emissions, the percentages of upstream greenhouse emissions from purchased goods and services (category 1), capital goods (category 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 FY2026, 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 2026, suppliers that accounted for roughly 50% 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)

To reduce greenhouse gas emissions throughout the entire supply chain, we continuously engage with main suppliers. Since FY2025, we have held briefing sessions and video presentations for 188 suppliers (conduced a total of three times: in January and August 2024 and January 2025) to deepen each supplier's understanding of greenhouse gas emissions measurement and reduction.. We also conducted individual briefing sessions for our 35 main suppliers in Japan to promote understanding and action regarding the importance of reducing emissions, calculation methods, and target-setting approaches based on Science Based Targets (SBT). In FY2026, we built on these efforts and conducted individual briefing sessions for 15 main suppliers with large transaction volumes with the company and significant impact on the greenhouse gas emissions of our supply chains, providing practical advice through Q&A sessions tailored to each company's progress and challenges. As a result, more than 50% of the suppliers completed science-based target setting. We are also surveying all suppliers that do business with the Olympus Group regarding their environmental conservation efforts, including measurement of greenhouse gas emissions, setting reduction targets, water resource management, and waste reduction, and we are working to understand each company's responses and progress in making improvements.

◊ Upstream transportation and distribution (category 4)

We are undertaking initiatives to improve measurement data accuracy by obtaining greenhouse gas emissions data directly from international logistics forwarders. In addition, we are actively promoting modal shifts from plane to ship, leading to reductions of greenhouse gas emissions from transportation. In FY2026, Olympus Vietnam Co., Ltd. (OVNC) changed the stacking of products on pallets from five tiers to three and switched to a method of double-stacking pallets for some shipped products. This improved the loading capacity per container by 20%, reducing the number of containers used.



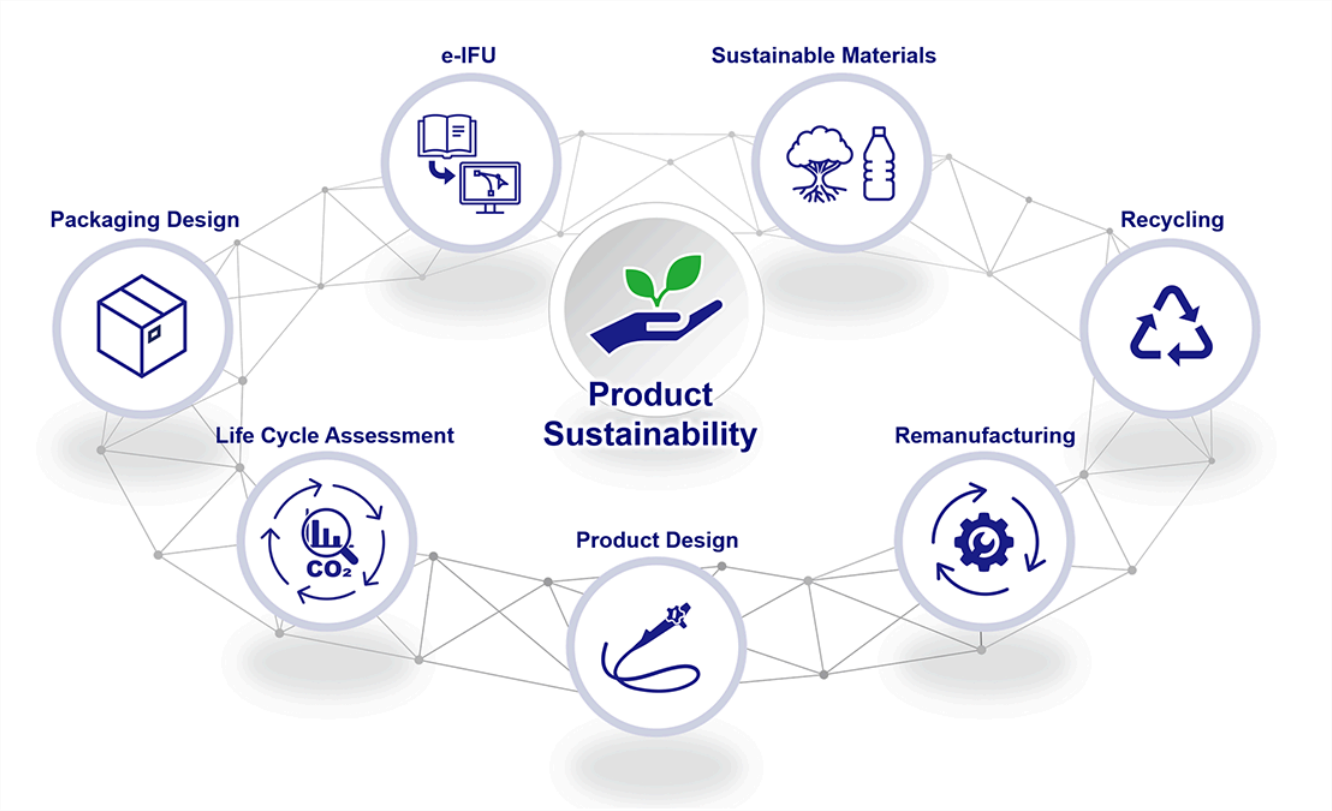
Product Stewardship

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 FY2026, 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.

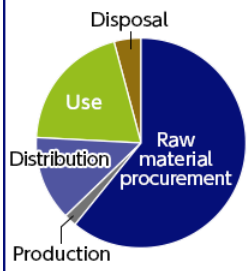
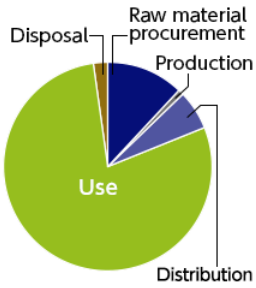
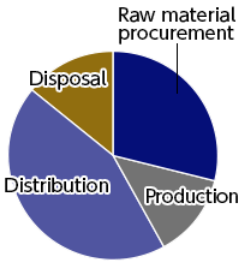
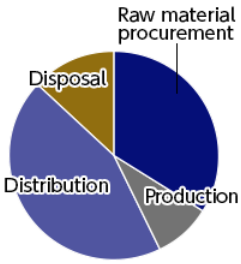
e-IFU

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 CO_2 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.

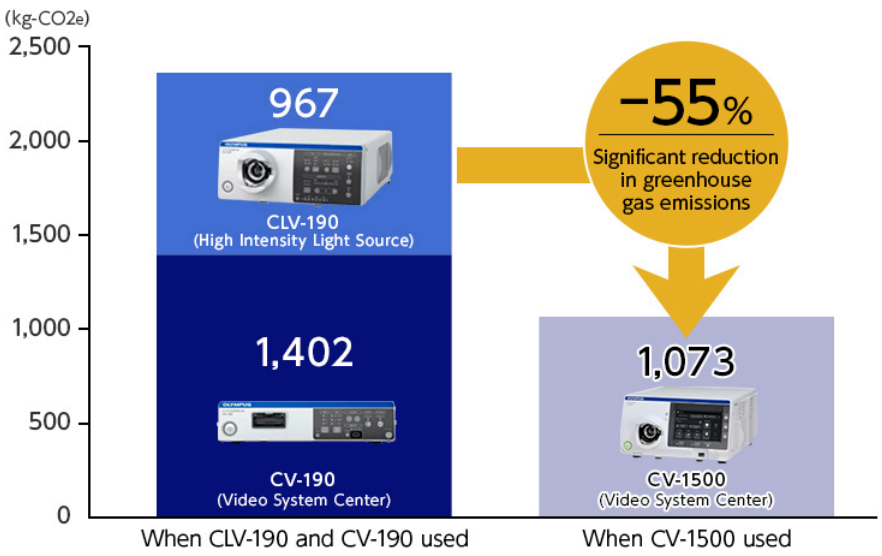
In FY2024, we conducted case studies for five major product models at Olympus to quantitatively assess their greenhouse gas (GHG) emissions over the entire lifecycle of these products (carbon footprint: CFP). This provided us with many insights toward more effectively designing for environmental consciousness 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 unity 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

Engagement with the Healthcare Plastics Recycling Council (HPRC)

Olympus actively collaborates with the Healthcare Plastics Recycling Council (HPRC), a U.S.-based coalition that works with participants across the healthcare plastics value chain to advance practical, scalable recycling solutions.
Since joining in 2024, Olympus has participated in cross-industry initiatives alongside material suppliers, manufacturers, healthcare providers, and recyclers, contributing technical input and engaging in collaborative efforts to better understand and address the complexities of healthcare plastics recycling. This engagement provides direct exposure to evolving practices across care settings and waste streams, supporting a more informed, value chain—aligned approach to sustainability.
Insights gained through this collaboration support the continued integration of recyclability considerations into product and packaging development, while helping align Olympus' approach with emerging customer expectations and industry practices.

* 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 is analyzing and evaluating risks and opportunities related to natural capital (land, sea, freshwater, and air) and proceeding with the staged planning and implementation of countermeasures based on the results of these analyses and evaluations.

*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.

*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.

*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

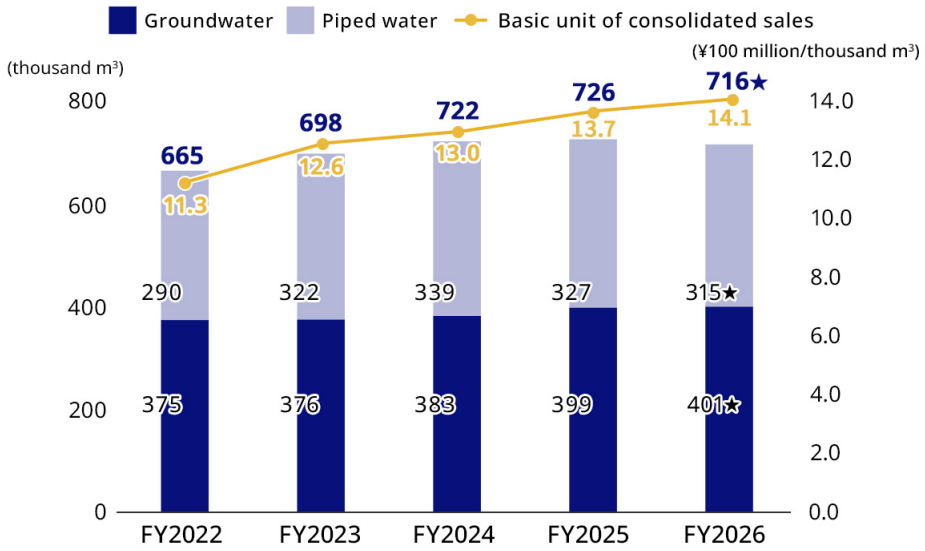
› Information disclosure based on the Taskforce on Nature-related Financial Disclosures (TNFD)
› Guidelines for the Use and Procurement of Paper

Effective use of water resources

Water Use/Wastewater Results

Indexes	FY2026		FY2027
	Targets	Results	Targets
Water use efficiency	Improvement compared to FY2023	Improved by 14 %	Continuous improvement

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 a 14% improvement in water use efficiency in FY2026 compared to FY2023.

As a major initiative, Aizu Olympus in Japan is furthering efforts to reduce water use by improving its manufacturing processes. This includes adopting a joining method which does not use soldering (solderless), to reduce cleaning processes themselves, and optimizing the flow volumes of water used for cleaning in the remaining processes. Meanwhile, Olympus Vietnam Co., Ltd. (OVNC) in Vietnam has promoted measures including adjustments to the flow rates of faucets at its facilities, optimization of boiler feedwater settings, and reuse of water during cleaning of cooling towers, to thereby advance efforts to reduce water consumption and promote efficient water resource management. In addition, we have implemented environmental e-learning aimed at all employees, and are working to raise awareness and encourage employees to take action by conveying the importance of conserving water resources and informing them of specific water-saving practices for water used in daily activities and manufacturing processes. 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 FY2027, we will strive to raise the level of water use efficiency through further improvements to our facilities and manufacturing processes and by promoting initiatives for water reuse, while advancing comprehensive water security management that takes into account water stress, water consumption, and compliance.

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

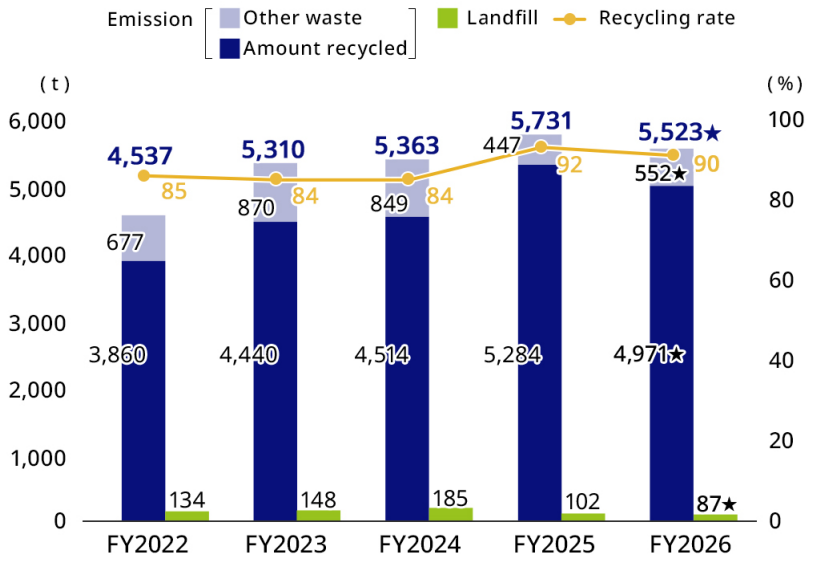
› Water consumption / Waste water (Environmental Data)(Excel: 99KB)

Proper management and reduction of waste

Waste Emissions Results

Indexes	FY2026		FY2027
	Targets	Results	Targets
Waste recycle rate	87%	90%	Improvement on the previous fiscal year

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 FY2026, the waste recycling rate was 90%, achieving our target.

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 Vietnam Co., Ltd. (OVNC) has promoted resource recycling, including the conversion of waste such as plastics, wooden pallets, and nylon into valuable resources. Olympus Medical Products Portugal (OMPP) is meanwhile working to improve sorting accuracy through the installation of “visual guides” near waste-sorting containers. Furthermore, Olympus KeyMed has introduced dedicated food waste collection boxes, and has thereby successfully transitioned from landfill disposal to recycling.

Olympus Surgical Technologies America Inc. in the United States has established a system for the recovery of reusable parts from decommissioned production equipment at its Brooklyn Park site, with these parts reused within the company. The company was thus able to reduce waste and promote the efficient use of resources by extending the service life of these parts. At its Westborough site, the company has implemented recycling of machine oils and metals.

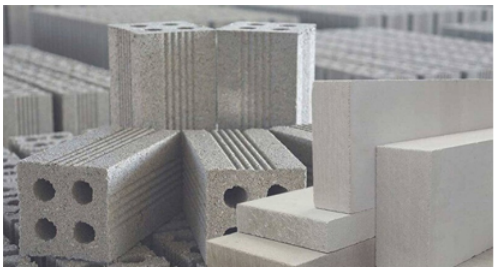
In Japan, we implement on-site inspections of industrial waste processing and disposal contractors to coincide with the conclusion of new contracts or at a frequency of once every three years, to safeguard against illegal or improper disposal by such contractors, and thereby confirm that appropriate 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 FY2026, we succeeded in keeping the amount of hazardous waste generated at an approximately equivalent level to that generated in FY2025.

In FY2027, we will continue to promote recycling initiatives by diversifying resource recovery methods and enhancing measures to reduce waste generation.

Topics: Sludge Recycling

Olympus Vietnam Co., Ltd. (OVNC) has embarked on an initiative to effectively utilize sludge generated at its facilities as raw materials to produce recycled bricks, which represents a move away from the incineration and landfill disposal of sludge it had traditionally engaged in. After the recovered sludge undergoes processing through dewatering and drying to render it safely usable, it is utilized as raw materials in the production of recycled bricks. This initiative is contributing to reductions in waste and the promotion of resource recycling.




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: 99KB)
- Hazardous waste discharged (Environmental Data)(Excel: 99KB)

Chemical substance management

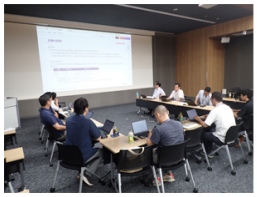
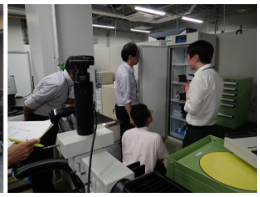
Proper Management of Chemical Substances

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. In workplaces at which chemical substances are used, we conduct environmental impact assessments prior to introducing new chemical substances and promote substitution with safer chemical substances while implementing measures to reduce risks. In addition, to improve the accuracy and efficiency of information management as part of chemical substance management, we have implemented IT systems integrated throughout the Group at our major development and manufacturing sites in Japan.

Topics: Initiatives to Improve Chemical Substance Management in Japan

We hold regular meetings for exchanges of opinions on chemical substance management for environmental, health, and safety personnel at our development and manufacturing sites. At these meetings, we share information on trends in revisions to chemical substance regulations and challenges in site operations, while also discussing ways to address challenges common to the entire Olympus Group. In FY2026, we visited each site with a view to improving the implementation of compliance assessments, during which we observed the implementation of on-site workplace inspections and verified operational statuses. Based on the results of these actions, we have established Olympus-wide operational guidelines for compliance assessments. We also presented examples of specialized training programs and examples of improvement initiatives and best practices in chemical substance management implemented at each site. We are undertaking initiatives to improve the overall level of chemical substance management throughout the entire Olympus Group via mutual provision and accumulation of advice and insights, as well as by strengthening our collaboration, through exchanges of information such as these.

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

	FY2022	FY2023	FY2024	FY2025	FY2026
Emissions and Movements of PRTR Class 1-Designated Chemical Substances	12	10	10	12	18

* Scope: Manufacturing and development sites in Japan

Volatile Organic Compound (VOC) Emissions

	FY2022	FY2023	FY2024	FY2025	FY2026
Volatile Organic Compound (VOC) Emissions (t)	41	45	47	36	53

* 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 impacts 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.

Against this background, the Olympus Group conducted assessments in line with the TNFD recommendations to facilitate the promotion of more appropriate measures for natural capital in our business activities.

*1 TNFD developed this analytical framework to organize impacts and dependencies of business activities on nature and to assess and respond to risks and opportunities. It is comprised of four parts: Locate, Evaluate, Assess, and Prepare.

*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)

Governance

Sustainability activities of the Olympus Group are overseen by the ESG Committee, which deliberates on important measures and monitors their progress.

The ESG Officer oversees the Committee, whose members include the heads of each Business Unit and Functional Division. Details of matters confirmed by the ESG Committee are reported to the Group Executive Committee and the Board of Directors, both of which provide advice and guidance to the ESG Committee to ensure the effectiveness of the process.

Under this framework, responses to natural capital and waste across the Olympus Group are overseen by the Chief Human Resources Officer (CHRO), who has authority over environment, health, and safety (EHS) functions, under the CEO, who is ultimately responsible for environmental activities. Under the Environmental Health and Safety Policy, which is applied to the entire Olympus Group, the EHS governance function formulates an EHS Action Plan for the Olympus Group as a whole in accordance with the ESG targets set out in the medium- to long-term business plan, and monitors the progress of the plan while promoting continuous improvement.

› Environmental Health and Safety Policy

Strategy

Using the LEAP approach, we analyzed nature-related risks and opportunities associated with our business activities at our major manufacturing and development sites.

Evaluation of Dependencies and Impacts (Evaluate)

Our business activities are supported by a diverse range of benefits derived from natural capital, such as water resources, soil, and air. Understanding our dependencies and impacts on natural capital is essential for identifying nature-related risks and opportunities.
We identified the dependencies and impacts of our business activities on natural capital using ENCORE (Exploring Natural Capital Opportunities, Risks, and Exposure)*, an analytical tool that helps visualize the relationship between economic activity and natural capital. Results are shown in the table below. No dependencies or impacts were identified as Very High (VH), while a High (H) impact was identified for "water quality and soil contamination."

* A tool developed by the UN Environment Programme World Conservation Monitoring Centre (UNEP-WCMC), the Natural Capital Finance Alliance (NCFA), and other organizations to systematically visualize companies' dependencies and impacts on natural capital

Table 1: Results of the Evaluation of Dependencies and Impacts

	VH	H	M
Dependencies	—	—	Water resource use and disaster risk reduction
Impacts	—	Water quality and soil contamination	Noise

Identification of Priority Locations (Locate)

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 conducted. For this reason, it is vital to accurately identify the interfaces between business activities and natural capital, and clarify priority areas to facilitate the sustainable utilization and conservation of natural capital.
We identified that our business activities have dependencies on “water resource use” and “disaster risk reduction,” as well as impacts on “water quality and soil contamination” and “noise.” The tools shown in the following tables were used to assess whether major production and development sites qualify as “sensitive locations,” defined as priority areas by TNFD.

Table 2: Evaluation Tools

Category		Evaluation tools	Perspective
Impacts	Water quality and soil contamination	WWF Biodiversity Risk Filter*1	Impacts on ecosystems and biodiversity resulting from the effects of emissions and leaks on waterways and soil
	Noise		Impacts of noise generated by business activities on the local environment (including impacts on wildlife and local residents)
Dependencies	Water resource use	Aqueduct*2	Supply risk associated with use of water resource required for business activities, water shortages, and water stress
	Disaster risk reduction		Dependence on ecosystem services that contribute to disaster risk reduction, such as flood mitigation and erosion control provided by forests and soil (e.g., flood mitigation and erosion control)

*1 Developed by WWF, this tool is designed to assess biodiversity risks in the value chain.

*2 This global tool for water risk assessment, developed by the World Resources Institute, is used to assess water risk, including water quantity, quality, regulations, and reputation, in areas where our facilities are located.

*Evaluation results

Assessment results are as shown below.

Table 3: Results of the Identification of Priority Areas

Americas

Evaluation content	Site	
	VH	H
Water quality and soil contamination	0	1
Noise	0	0
Water resource use	0	0
Natural disaster mitigation	0	0

EMEA

Evaluation content	Site	
	VH	H
Water quality and soil contamination	0	0
Noise	0	0
Water resource use	0	0
Natural disaster mitigation	0	0

China

Evaluation content	Site	
	VH	H
Water quality and soil contamination	0	3
Noise	0	0
Water resource use	0	2
Natural disaster mitigation	0	2

Japan

Evaluation content	Site	
	VH	H
Water quality and soil contamination	0	8
Noise	0	0
Water resource use	0	0
Natural disaster mitigation	0	0

Asia/Oceania

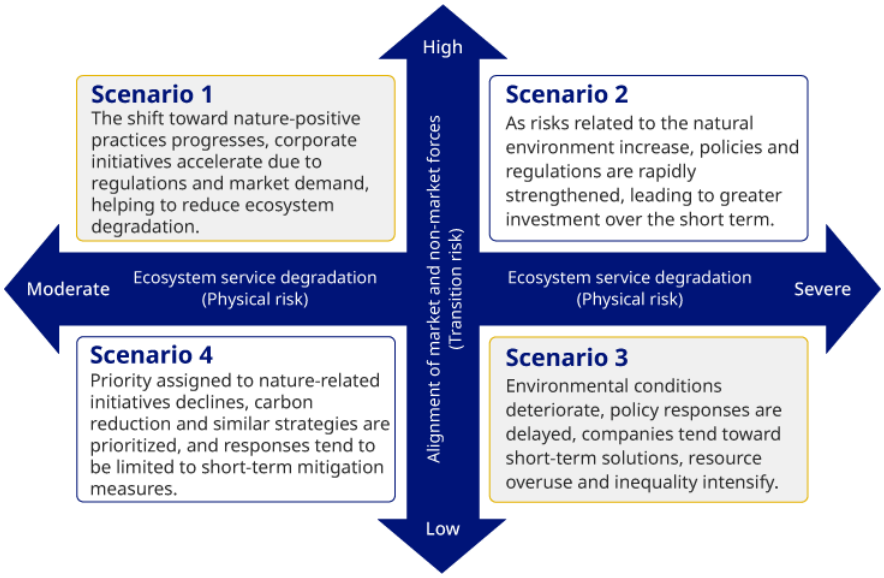
Evaluation content	Site	
	VH	H
Water quality and soil contamination	0	1
Noise	0	0
Water resource use	1	1
Natural disaster mitigation	1	1

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

Identification of Risks and Opportunities (Assess)

We identified dependencies and impacts on natural capital as well as priority areas in our business sectors and areas of operation. Based on these findings, we applied the TNFD-recommended framework and envisioned two cases: Scenario 1, in which measures to address nature-related issues were significantly advanced, and Scenario 3, in which natural capital significantly deteriorated. We assessed their significance in terms of the degree of impact and likelihood of occurrence.

Table 4: Scenarios used



As a result, based on the current assessment, no material nature-related risks or opportunities have been identified. Meanwhile, stricter regulations on water resources and wastewater, as well as acute physical risks such as natural disasters, have been recognized as areas with a certain degree of potential impact. Although opportunities such as improved resource efficiency are expected, their impact has been assessed as limited.

Table 5: List of Risks and Opportunities

Category	Key dependencies	Key impacts	Key risks and opportunities	Response measures
Transition risks	Water supply	Water depletion, water and soil pollution, ecosystem degradation	Increased compliance costs due to strengthened regulations related to the protection of water, soil, ecosystems, and other aspects of natural capital	• Establishing and improving the environmental management system • Complying with water quality regulations and implementing wastewater management beyond regulatory requirements • Improving water use efficiency • Implementing nature conservation and restoration activities in collaboration with local communities (e.g., community cleanups and tree planting)
	—	Water, soil and air pollution, and waste generation	Risk of loss of corporate value, reduced earnings, and increased response costs resulting from reputational damage among stakeholders and litigation arising from the deterioration of the surrounding natural environment caused by wastewater, air emissions, and waste from manufacturing processes	
Physical risks	Water supply	Water depletion, water and soil pollution	Risk of reduced earnings resulting from increased operating costs due to production process changes and operational disruptions, both arising from water scarcity and declining intake water quality.	• Improving water use efficiency • Assessing risks posed by natural disasters to manufacturing operations • Implementing climate change adaptation and mitigation measures (see the TCFD Report)
	Climate regulation, soil and sediment retention, GHG emissions, ecosystem use	—	Plant shutdowns, disruptions to logistics networks, reduced productivity, and increased recovery costs resulting from floods and landslides associated with more frequent extreme rainfall due to climate change	

Metrics and Targets

Response Measures (Prepare)

Through an analysis of our interactions with nature across our business activities, we determined that, while no material risks or opportunities have been identified at this time, certain nature-related issues require ongoing monitoring and management. These include increased costs for managing water quantity and quality due to stricter regulations, as well as increased costs for water management and disaster preparedness measures resulting from nature degradation.
Based on these findings, we will advance our initiatives under the following management indicators and targets.

Management Metrics	Targets
Compliance with environmental laws and regulations	Implementing wastewater management beyond local regulatory requirements
Water use efficiency	Improving water use efficiency at water-intensive sites (above the FY2026 actual level)
Nature conservation activities (e.g., tree planting and river	Continuously implementing activities at operating sites

- Learn more about compliance with environmental laws and regulations
- Learn more about water use efficiency
- Learn more about our efforts to live in harmony with nature (only in Japanese)

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.21（November 2026）

- Japanese (PDF: 1.6MB)
- 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

「環境」データ　Environmental Data

2026年10月30日更新
Updated October 30, 2026

※各年度の数値は、定義の見直し等により、過去の開示情報から変更されている場合があります

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

※★印のデータについては、EY新日本有限責任監査法人による第三者保証を受けています
*★ indicates data that has received third-party assurance by Ernst & Young ShinNihon LLC.

＞環境・社会データに関する第三者保証書／算定基準一覧表
＞Independent Assurance Statement Related to Environmental and Social Data/List of Calculation Standards

マテリアルバランス　Material balance

INPUT

資源・エネルギー投入量　Resource/Energy input

		2026年3月期 FY2026	前期比(%) Compared to previous period(%)
エネルギー使用量［合計］（MWh） Energy [Total] (MWh)		251,325 ★	1
電力（MWh） Electric power (MWh)		8,091 ★	-44
都市ガス（千m^3） City gas (1,000 m^3)		4,511 ★	3
LPG（t）		1,044 ★	-8
LNG（t）		0 ★	0
重油（kL） Heavy fuel oil (kL)		305 ★	21
灯油（kL） Kerosene (kL)		32 ★	14
軽油（kL） Diesel fuel (kL)		817 ★	2
ガソリン（kL） Gasoline (kL)		4,010 ★	3
温水（GJ） Hot water (GJ)		1,603 ★	6
蒸気（GJ） Steam (GJ)		17,776 ★	99
地域熱（MWh） District heat (MWh)		2,654 ★	22
グリーン電力（MWh） Green electricity (MWh)		114,354 ★	4
太陽光［自社設置］（MWh） Solar power [internal] (MWh)		2,118 ★	6
太陽熱［自社設置］（GJ） Solar heat [internal] (GJ)		328 ★	-16
化学物質［PRTR対象物質取扱量］（t） Chemical substances [PRTR substances handled] (t)	※日本の拠点のみ *Production sites in Japan only	26	24
水使用量［合計］（千m^3） Water [Total] (1,000 m^3)		716 ★	-1
地下水 Ground water		401 ★	1
水道水 Piped water		315 ★	-4
原材料・副資材 Raw Materials and Sub-Materials	※日本の拠点のみ *Production sites in Japan only	-	-
金属材料：鋼材・アルミニウム・真ちゅう Metals: Steel, aluminum, brass		-	-
プラスチック：光学プラスチック・ABS・PC・ポリエチレン・ポリプロピレン Plastics: Optical plastics, ABS, PC, polyethylene, polypropylene		-	-
コピー・事務用紙使用量*（t） Copy and office paper* (t)	※日本の拠点のみ *Production sites in Japan only	125	-14

輸送燃料 Transport fuel	-	-
輸送燃料：ガソリン・軽油など Transport fuels: Gasoline, diesel fuel, etc.	-	-
包装材使用量［合計］（t） Packaging material [Total] (t)	811	-5
紙 Paper	168	-6
段ボール Cardboard	465	-5
プラスチック Plastic	165	-4
金属 Metal	0	0
ガラス Glass	0	0
他 Others	13	-7

★：第三者検証における保証対象指標

★ Indexes certified by the Assurance Statement.

* コピー用紙や事務用紙については、FSC認証紙または再生紙を使用しています。

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

OUTPUT

環境負荷物質排出量　Discharge of environmentally harmful substances

	2026年3月期 FY2026	前期比(%) Compared to previous period(%)
温室効果ガス排出量［Scope1,2合計］（t-CO_2e） Greenhouse gases [Scope1,2Total] (t-CO_2e)	29,566 ★	-8
エネルギー系CO_2 CO_2 generated from energy	29,566 ★	-8
非エネルギー系CO_2 CO_2 not generated from energy	0 ★	0
大気への排出物質（t） Emissions to Air (t)		
NOx	15	-6
SOx	0.4	33
化学物質［PRTR対象物質排出・移動量］（t） Chemical substances [PRTR substances emissions and transfers] (t)　※日本の拠点のみ *Production sites in Japan only	18	50
水系への排出量［合計］（千m^3） Discharge to water system [Total] (1,000 m^3)	716	-1
排水[公共水域] Water discharged (public waters)	238	6
排水[下水道] Water discharged (sewage)	478	-5
BOD（t）	12	100
廃棄物排出量［合計］（t） Waste discharge [Total] (t)	5,523 ★	-4
リサイクル量 Amount recycled	4,971 ★	-6
その他の廃棄物量 Other waste	552 ★	23
輸配送のCO_2［合計］（t-CO_2e） Total CO2 for transportation (t-CO_2e)	43,872 ★	7
製品出荷量［合計］（t） Product shipments (t)		
医療製品 Medical systems products	37,352	7

★：第三者検証における保証対象指標

★ Indexes certified by external assurance.

「環境」データ　Environmental Data

2026年10月30日更新
Updated October 30, 2026

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エネルギー　Energy

組織内のエネルギー消費量　Internal Energy Consumption

	2022年3月期 FY2022	2023年3月期 FY2023	2024年3月期 FY2024	2025年3月期 FY2025	2026年3月期 FY2026
消費量（MWh） Consumption (MWh)	274,363	267,071	254,088	247,822	251,325 ★

★：第三者検証における保証対象指標
★ Indexes certified by the Assurance Statement.
対象範囲: オリンパスグループ（小規模法人を除く）「エネルギーの使用の合理化等に関する法律施行規則」にもとづく換算係数を使用
Scope: The Olympus Group (small businesses are excluded). Conversion coefficient based on Enforcement Regulation for the Act on the Rational Use of Energy

再生可能エネルギー使用量　Renewable Energy Consumption

	2022年3月期 FY2022	2023年3月期 FY2023	2024年3月期 FY2024	2025年3月期 FY2025	2026年3月期 FY2026
再生可能エネルギー（MWh） Renewable Energy (MWh)	29,960	88,920	98,490	112,379	116,563 ★

★：第三者検証における保証対象指標
★ Indexes certified by external assurance.
対象範囲：オリンパスグループ（小規模法人を除く）　※再生可能エネルギーにはグリーン電力・太陽光（自社内）・太陽熱（自社内）を含む
Scope: The Olympus Group (small businesses are excluded)　* Renewable energy includes green electricity, solar power (internal), solar heat (internal)

組織内のエネルギー消費量の内訳　Breakdown of Internal Energy Consumption

		2022年3月期 FY2022	2023年3月期 FY2023	2024年3月期 FY2024	2025年3月期 FY2025	2026年3月期 FY2026
直接 (MWh) Direct (MWh)	都市ガス　City gas	67,257	67,283	52,128	51,834	53,637 ★
	LPG	20,749	20,777	20,387	15,854	14,528 ★
	LNG	22	-	-	-	- ★
	重油　Heavy fuel oil	2,181	2,167	2,014	2,726	3,296 ★
	灯油　Kerosene	368	326	324	284	324 ★
	軽油　Diesel fuel	11,206	10,660	10,212	8,458	8,622 ★
	ガソリン　Gasoline	42,622	38,272	36,009	36,145	37,204 ★
	小計（MWh） Subtotal (MWh)	144,405	139,485	121,074	115,301	117,611 ★
間接 (MWh) Indirect (MWh)	電力　Electricity	96,854	35,815	29,410	14,518	8091 ★
	温水　Hot water	864	571	493	498	530 ★
	蒸気　Steam	-	-	2,341	2,949	5,876 ★
	地域熱　District heat	2,280	2,280	2,280	2,177	2,654 ★
	グリーン電力　Green electricity	29,307	88,194	97,440	110,276	114,354 ★
	太陽光[自社設置] Solar power [internal]	526	620	934	1,994	2,118 ★
	太陽熱[自社設置] Solar heat [internal]	127	106	116	109	91 ★
	小計 (MWh) Subtotal (MWh)	129,958	127,586	133,014	132,521	133,714 ★
合計 (MWh) Total (MWh)		274,363	267,071	254,088	247,822	251,325 ★

★：第三者検証における保証対象指標
★ Indexes certified by external assurance.
対象範囲: オリンパスグループ（小規模法人を除く）「エネルギーの使用の合理化等に関する法律施行規則」にもとづく換算係数を使用
Scope: The Olympus Group (small businesses are excluded). Conversion coefficient based on Enforcement Regulation for the Act on the Rational Use of Energy

温室効果ガス排出量 / 原単位（Scope 1、2）　Greenhouse Gas Emissions / Intensity (Scope 1, 2)

	基準年（2020年3月期） Baseline year (FY2020)	2022年3月期 FY2022	2023年3月期 FY2023	2024年3月期 FY2024	2025年3月期 FY2025	2026年3月期 FY2026
Scope 1*（t-CO_2e）	27,893	30,185	28,994	25,427	24,139	24,617 ★
Scope 2*（t-CO_2e）	57,973	45,038	15,713	14,835	7,886	4,949 ★
Scope 1＋2（t-CO_2e）	85,866	75,223	44,707	40,262	32,025	29,566 ★
連結売上高原単位（t-CO_2e/億円） Greenhouse gas emissions intensity (t-CO2e/100 million yen)	13.2	10	5.1	4.3	3.2	2.9

★：第三者検証における保証対象指標　※対象範囲：オリンパスグループ（小規模法人を除く）
★ Indexes certified by external assurance.　Scope: The Olympus Group (small businesses are excluded).
※Scope 1：敷地内における燃料の使用による直接的な温室効果ガス排出　Scope 2：敷地内で利用する電気・熱の使用により発生する間接的な温室効果ガス排出
* 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.

温室効果ガスをCO_2eへ換算する係数
IPCCの第四次報告書の100年GWPを使用しています。
連結売上高原単位
~~全社CO2排出量（t-CO2e）/連結売上高（億円）~~
Coeffcients for converting greenhouse gasses to CO_2e
The Global Warming Potential (GWP) (100 year time horizon) from the IPCC Fourth Assessment Report is used.

Basic unit of consolidated sales
Group-wide CO_2 emissions (t-CO_2e)/Consolidated net sales (100 million yen)

サプライチェーン全体の温室効果ガス排出量　CO_2 Emissions for the Entire Supply Chain

カテゴリー Category		基準年（2020年3月期） Baseline year (FY2020)	2022年3月期 FY2022	2023年3月期 FY2023	2024年3月期 FY2024	2025年3月期 FY2025	2026年3月期 FY2026
Scope 1（t-CO_2e）		27,893	30,185	28,994	25,427	24,139	24,617 ★
Scope 2（t-CO_2e）	マーケットベース Market-based method	57,973	45,038	15,713	14,835	7,886	4,949 ★
	ロケーションベース Location-based method	63,936	52,297	51,765	52,119	51,264	50,943 ★
小計（t-CO_2e） Subtotal (t-CO_2e)	Scope 1+2［マーケットベース］ Scope 1+2 (Market-based method)	85,866	75,223	44,707	40,262	32,025	29,566 ★
	Scope 1+2［ロケーションベース］ Scope 1+2 (Location-based method)	91,829	82,482	80,759	77,546	75,403	75,560 ★
Scope 3（t-CO_2e）		619,474	666,959	781,660	787,196	845,750	829,745 ★
合計（t-CO_2e） Total (t-CO_2e)	Scope 1+2［マーケットベース］+3 Scope 1+2 (Market-based method)+3	705,340	742,182	826,367	827,458	877,775	859,311 ★
	Scope 1+2［ロケーションベース］+3 Scope 1+2 (Location-based method)+3	711,303	749,441	862,419	864,742	921,153	905,305 ★

Scope 3	算定方法（仮定条件） Calculation Method (Assumptions)	基準年 (2020年3月期) Baseline year (FY2020)	2022年3月期 FY2022	2023年3月期 FY2023	2024年3月期 FY2024	2025年3月期 FY2025	2026年3月期 FY2026
1 購入した製品・サービス（t-CO_2e） 1. Purchased goods and services (t-CO_2e)	主要製品の原材料および部品の調達金額に原単位を乗じて算出（輸送費を含む） Calculated by multiplying raw materials and parts of leading products by basic unit (including transportation costs)	393,385	459,989	532,611	528,598	539,245	551,351 ★
2 資本財（t-CO_2e） 2. Capital goods (t-CO_2e)	設備投資額に原単位を乗じて算出 Calculated by multiplying facility investment value by basic unit	92,137	93,134	110,253	108,721	144,600	130,569 ★
3 Scope 1、2に含まれない燃料およびエネルギー活動（t-CO_2e） 3. Fuel and energy related activities (not included in Scope 1, Scope 2) (t-CO_2e)	購入した電力と燃料に原単位を乗じて算出 Calculated by multiplying electric power and fuel purchased by basic unit	16,175	15,669	15,727	15,129	14,755	14,384 ★
4 輸送、配送［上流］（t-CO_2e） 4. Upstream transportation and distribution (t-CO_2e)	主要製品の輸送トンキロに原単位を乗じて算出 Calculated by multiplying transport ton/kg of leading products by basic unit	40,413	38,713	50,543	43,345	40,946	43,872 ★
5 事業から出る廃棄物（t-CO_2e） 5. Waste generated in operations (t-CO_2e)	事業場廃棄物の排出量に原単位を乗じて算出 Calculated by multiplying worksite waste output by basic unit	3,593	2,918	3,416	3,415	3,682	3,825 ★
6 出張（t-CO_2e） 6. Business travel (t-CO_2e)	出張旅費に原単位を乗じて算出 Calculated by multiplying business travel expenses by basic unit	26,761	4,789	11,733	28,410	38,231	18,761 ★
7 雇用者の通勤（t-CO_2e） 7. Employee commuting (t-CO_2e)	地域別に標準的な通勤モデルを設定し、地域の雇用者数と原単位により算出 Standard commute model defined by region and calculated by multiplying the number of employees in region by basic unit	10,745	11,714	11,966	12,230	12,497	12,212 ★
8 リース資産［上流］（t-CO_2e） 8. Leased assets (upstream) (t-CO_2e)	リース資産の排出量はScope1,2に含めて算定しているため算出対象とはしない Not calculated in this category because emissions from leased assets are included in Scope 1 and 2.	-	-	-	-	-	-
9 輸送、配送［下流］（t-CO_2e） 9. Downstream transportation and distribution (t-CO_2e)	代理店や販売店から顧客への輸送が該当するが、影響が小さいため算定対象とはしない Classified as transport from dealers and sales companies to the customer but excluded due to small impact scale	-	-	-	-	-	-
10 販売した製品の加工（t-CO_2e） 10. Processing of sold products (t-CO_2e)	本カテゴリーの集計は困難であり、影響が小さいため算定対象とはしない Excluded due to small impact scale and difficulty in tabulation in this category	-	-	-	-	-	-
11 販売した製品の使用（t-CO_2e） 11. Use of sold products (t-CO_2e)	販売製品の生涯期間の電力消費量などに原単位を乗じて算出 Calculated by multiplying electric power consumption, etc., for lifetime of sold product by basic unit	18,498	19,715	23,243	23,613	23,404	23,002 ★
12 販売した製品の廃棄（t-CO_2e） 12. End-of-life treatment of sold products (t-CO_2e)	製品の廃棄重量に廃棄素材の原単位を乗じて算出 Calculated by multiplying product disposal weight by basic unit for waste material	17,767	20,318	22,168	23,735	28,390	31,769 ★
13 リース資産［下流］（t-CO_2e） 13. Leased assets (downstream) (t-CO_2e)	一部製品のリースはあるが、販売した製品の使用に含めて算出 Calculation including use of sold products, although some products are leased	-	-	-	-	-	-
14 フランチャイズ（t-CO_2e） 14. Franchises (t-CO_2e)	オリンパスグループのビジネス範囲にないため算定対象とはしない Not calculated due to absence from Olympus group's business range	-	-	-	-	-	-
15 投資（t-CO_2e） 15. Investments (t-CO_2e)	本カテゴリーの排出量は非常に少なく、影響が小さいため算定対象とはしない Not calculated because emissions in this category are extremely low and have small impact	-	-	-	-	-	-

★：第三者検証における保証対象指標
★ Indexes certified by external assurance.

「環境」データ　Environmental Data

2026年10月30日更新
Updated October 30, 2026

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化学物質　Chemical Substances

PRTR法第一種指定化学物質排出・移動量　Emissions and Movements of PRTR Class 1 Designated Chemical Substances

	2022年3月期 FY2022	2023年3月期 FY2023	2024年3月期 FY2024	2025年3月期 FY2025	2026年3月期 FY2026
化学物質［PRTR物質］（t） Chemical substances (PRTR substances) (t)	12	10	10	12	18

対象範囲：日本の全製造・開発拠点
Scope: Manufacturing and development sites in Japan

揮発性有機化合物（VOC）排出量　Volatile Organic Compounds (VOC) Emissions

	2022年3月期 FY2022	2023年3月期 FY2023	2024年3月期 FY2024	2025年3月期 FY2025	2026年3月期 FY2026
揮発性有機化合物（VOC）排出量（t） Volatile Organic Compounds (VOC) Emissions（t）	41	45	47	36	45

対象範囲：日本の全製造・開発拠点
Scope: Manufacturing and development sites in Japan

大気汚染物質　Air Emissions

NOx排出量　NOx emissions

	2022年3月期 FY2022	2023年3月期 FY2023	2024年3月期 FY2024	2025年3月期 FY2025	2026年3月期 FY2026
NOx排出量（t） NOx emissions (t)	43	25	22	16	15

対象範囲：オリンパスグループ（小規模法人を除く）
Scope: The Olympus Group (excluding small companies)

SOx排出量　SOx emissions

	2022年3月期 FY2022	2023年3月期 FY2023	2024年3月期 FY2024	2025年3月期 FY2025	2026年3月期 FY2026
SOx排出量（t） SOx emissions (t)	0.3	0.3	0.2	0.3	0.4

対象範囲：オリンパスグループ（小規模法人を除く）
Scope: The Olympus Group (excluding small companies)

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＞環境・社会データに関する第三者保証書／算定基準一覧表
＞Independent Assurance Statement Related to Environmental and Social Data/List of Calculation Standards

水　Water

水使用量　Water consumption

	2022年3月期 FY2022	2023年3月期 FY2023	2024年3月期 FY2024	2025年3月期 FY2025	2026年3月期 FY2026
地下水（千m^3） Groundwater (1,000 m^3)	375	376	383	399	401 ★
水道水（千m^3） Piped water (1,000 m^3)	290	322	339	327	315 ★
合計（千m^3） Total (1,000 m^3)	665	698	722	726	716 ★
連結売上高水効率（億円/千m^3） Water use efficiency (consolidated sales (100 million yen) / amount of water used (1,000 m^3)	11.3	12.6	13.0	13.7	14.1

★：第三者検証における保証対象指標
★ Indexes certified by external assurance.
対象範囲：オリンパスグループ（小規模法人を除く）
Scope: The Olympus Group (excluding small companies)

排水量　Wastewater discharge

	2022年3月期 FY2022	2023年3月期 FY2023	2024年3月期 FY2024	2025年3月期 FY2025	2026年3月期 FY2026
公共水域（千m^3） Public water areas (1,000 m^3)	244	242	240	224	238
下水道（千m^3） Sewage systems (1,000 m^3)	421	456	482	502	478
合計（千m^3） Total (1,000 m^3)	665	698	722	726	716

対象範囲：オリンパスグループ（小規模法人を除く）
Scope: The Olympus Group (excluding small companies)

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廃棄物　Waste

廃棄物排出量・埋立量　Waste emissions/Landfill

	2022年3月期 FY2022	2023年3月期 FY2023	2024年3月期 FY2024	2025年3月期 FY2025	2026年3月期 FY2026
廃棄物排出量（合計）（t） Waste emissions (t)	4,537	5,310	5363	5,731	5,523 ★
リサイクル量（t） Amount recycled (t)	3,860	4,440	4,514	5,284	4,971 ★
その他の廃棄物量（t） Other waste (t)	677	870	849	447	552 ★
埋立量（t） Landfill (t)	134	148	185	102	87 ★
リサイクル率（%） Recycling rate (%)	85	84	84	92	90

対象範囲：オリンパスグループ（小規模法人を除く）
Scope: Olympus Group (excluding small companies)
リサイクル量は、有価物として売却される再生資源また、サーマルリサイクルによる回収エネルギー量もリサイクル量に含めて算定しています
Recycling amounts are calculated by including recycled resources sold as valuable resources, as well as energy recovered through thermal recycling.

★：第三者検証における保証対象指標
★ Indexes certified by external assurance.

有害廃棄物排出量　Hazardous waste discharged

	2022年3月期 FY2022	2023年3月期 FY2023	2024年3月期 FY2024	2025年3月期 FY2025	2026年3月期 FY2026
有害廃棄物排出量（合計）（t） Hazardous waste discharged (t)	188	205	222	232	228 ★
リサイクル量（t） Amount recycled (t)	163	161	159	166	166 ★
その他の廃棄物量（t） Other waste (t)	25	44	63	66	62 ★

対象範囲：オリンパスグループ（小規模法人を除く）
Scope: Olympus Group (excluding small companies)
リサイクル量は、有価物として売却される再生資源また、サーマルリサイクルによる回収エネルギー量もリサイクル量に含めて算定しています
Recycling amounts are calculated by including recycled resources sold as valuable resources, as well as energy recovered through thermal recycling.

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サイト別データ　Site Data

オリンパスグループサイトデータ　Olympus Group Site Data

会社・事業所名 Company/Facility			所在地 Location		温室効果ガス排出量 ($t\text{-}CO_2e$) CO2 emissions ($t\text{-}CO_2e$)	水使用量（千m^3） Water consumption (1,000 m^3)	廃棄物排出量（t） Waste discharge (t)	リサイクル量（t） Amount recycled (t)
日本 Japan	オリンパス Olympus	グローバル本社 Global Headquarters	東京都八王子市 Hachioji-shi, Tokyo	2026年3月期 FY2026	1128	68	278	278
				2025年3月期 FY2025	663	64	201	201
				2024年3月期 FY2024	565	69	246	246
				2023年3月期 FY2023	649	73	359	359
				2022年3月期 FY2022	8,028	68	246	246
		八王子事業場 技術開発センター 宇津木[*1] Hachioji Facility Technology Development Center Utsuki[*1]	東京都八王子市 Hachioji-shi, Tokyo	2026年3月期 FY2026	390	23	360	360
				2025年3月期 FY2025	404	22	507	507
				2024年3月期 FY2024	401	21	495	495
				2023年3月期 FY2023	454	19	434	434
				2022年3月期 FY2022	2,661	20	417	417
		長野事業場 辰野[*2] Nagano Facility Tatsuno[*2]	長野県上伊那郡 辰野町 Tatsuno-machi, Kamiina-gun, Nagano	2026年3月期 FY2026	2	51	107	107
				2025年3月期 FY2025	362	40	238	238
				2024年3月期 FY2024	1,352	74	137	137
				2023年3月期 FY2023	1,346	62	220	220
				2022年3月期 FY2022	3,721	73	166	165
		長野事業場 伊那[*2] Nagano Facility Ina[*2]	長野県伊那市 Ina-shi, Nagano	2026年3月期 FY2026	304	16	79	77
				2025年3月期 FY2025	301	16	76	74
				2024年3月期 FY2024	359	15	79	77
				2023年3月期 FY2023	340	15	86	83
				2022年3月期 FY2022	1,871	16	79	77
		相模原物流センター Distribution Center Sagamihara	神奈川県 相模原市 Sagamihara-shi, Kanagawa	2026年3月期 FY2026	905	-	192	192
				2025年3月期 FY2025	974	-	359	359
				2024年3月期 FY2024	1,068	-	443	443
				2023年3月期 FY2023	713	-	410	410
				2022年3月期 FY2022	632	-	393	393
	オリンパスメディカルシステムズ Olympus Medical Systems	日の出工場 Hinode Plant	東京都西多摩郡 日の出町 Hinode-cho, Nishitama-gun, Tokyo	2026年3月期 FY2026	36	6	74	74
				2025年3月期 FY2025	31	5	59	59
				2024年3月期 FY2024	28	5	52	52
				2023年3月期 FY2023	38	5	56	56
				2022年3月期 FY2022	1,185	6	46	46
	会津オリンパス Aizu Olympus		福島県 会津若松市 Aizu-Wakamatsu-shi, Fukushima	2026年3月期 FY2026	4749	278	415	385
				2025年3月期 FY2025	4,411	289	458	428
				2024年3月期 FY2024	3,788	233	447	413
				2023年3月期 FY2023	3,788	234	433	402
				2022年3月期 FY2022	13,665	220	444	413

	青森オリンパス Aomori Olympus	青森県黒石市 Kuroishi-shi, Aomori	2026年3月期 FY2026	1242	38	271	262
			2025年3月期 FY2025	1,180	36	261	260
			2024年3月期 FY2024	1,145	34	269	269
			2023年3月期 FY2023	1,195	34	289	289
			2022年3月期 FY2022	4,194	33	279	279
	白河オリンパス Shirakawa Olympus	福島県西白河郡 西郷村 Nishigo-mura, Nishishirakawa-gun, Fukushima	2026年3月期 FY2026	1,426	45	469	445
			2025年3月期 FY2025	1,383	44	452	417
			2024年3月期 FY2024	1,377	44	403	363
			2023年3月期 FY2023	1,363	40	431	379
			2022年3月期 FY2022	3,918	41	421	357
米州 Americas	Olympus Corporation of the Americas	アメリカ ペンシルベニア州 Pennsylvania, U.S.A.	2026年3月期 FY2026	8,313	11	456	456
			2025年3月期 FY2025	8,178	9	454	454
			2024年3月期 FY2024	10,453	13	413	395
			2023年3月期 FY2023	11,440	9	484	396
			2022年3月期 FY2022	12,203	5	314	290
	Olympus Surgical Technologies America	アメリカ マサチューセッツ州 Massachusetts, U.S.A.	2026年3月期 FY2026	1920	36	993	868
			2025年3月期 FY2025	1,823	39	900	804
			2024年3月期 FY2024	1,125	34	859	525
			2023年3月期 FY2023	1,495	34	622	376
			2022年3月期 FY2022	1,480	35	538	328
欧州・中東 Europe/Middle East	Olympus Winter & Ibe GmbH	ドイツ ハンブルク市 Hamburg, Germany	2026年3月期 FY2026	2033	22	340	311
			2025年3月期 FY2025	1,752	26	353	345
			2024年3月期 FY2024	2,255	25	297	293
			2023年3月期 FY2023	2,855	24	290	288
			2022年3月期 FY2022	2,838	23	249	249
	Olympus Medical Products Czech spol s.r.o.	チェコ オロモウツ州 Olomouc, Czech Republic	2026年3月期 FY2026	44	2	30	0
			2025年3月期 FY2025	39	2	16	0
			2024年3月期 FY2024	231	2	16	0
			2023年3月期 FY2023	574	2	16	0
			2022年3月期 FY2022	582	2	18	0
	Olympus Medical Products Portugal, Unipessoal LDAOMPP	ポルトガル コインブラ市 Coimbra, Portugal	2026年3月期 FY2026	310	10	118	42
			2025年3月期 FY2025	371	10	130	62
			2024年3月期 FY2024	372	10	109	42
			2023年3月期 FY2023	297	11	68	29
			2022年3月期 FY2022	-	-	-	-
	KeyMed (Medical & Industrial Equipment) Ltd.	イギリス エセックス州 Essex, U.K.	2026年3月期 FY2026	669	13	294	294
			2025年3月期 FY2025	635	12	279	273
			2024年3月期 FY2024	577	17	312	234
			2023年3月期 FY2023	2,238	18	298	235
			2022年3月期 FY2022	2,138	18	218	159
	Algram Group Ltd.	イギリス デヴォン州 Devon, U.K.	2026年3月期 FY2026	49	1	130	130
			2025年3月期 FY2025	46	1	140	133
			2024年3月期 FY2024	51	1	94	79
			2023年3月期 FY2023	65	2	53	28
			2022年3月期 FY2022	62	2	53	28

アジア・オセアニア Asia/Oceania	Olympus (GuangZhou) Industrial Co., Ltd.	中国 広東省（広州） Guangdong, China (Guangzhou)	2026年3月期 FY2026	0	3	19	2
			2025年3月期 FY2025	350	4	15	0
			2024年3月期 FY2024	346	3	12	0
			2023年3月期 FY2023	142	2	10	0
			2022年3月期 FY2022	68	1	15	14
	Olympus Trading (Shanghai) Limited	中国 上海市 Shanghai, China	2026年3月期 FY2026	0	3	30	10
			2025年3月期 FY2025	728	3	28	10
			2024年3月期 FY2024	685	2	9	0
			2023年3月期 FY2023	698	2	13	9
			2022年3月期 FY2022	467	1	16	5
	Olympus Vietnam Co.,Ltd.	ベトナム ドンナイ省 Dong Nai, Vietnam	2026年3月期 FY2026	277	67	697	623
			2025年3月期 FY2025	1,945	82	708	617
			2024年3月期 FY2024	6,799	94	544	405
			2023年3月期 FY2023	6,356	86	558	397
			2022年3月期 FY2022	6,273	56	448	307
	Olympus Australia Pty Ltd	オーストラリア ビクトリア州 Victoria, Australia	2026年3月期 FY2026	0	1	72	46
			2025年3月期 FY2025	280	1	35	18
			2024年3月期 FY2024	278	1	35	19
			2023年3月期 FY2023	289	1	47	24
			2022年3月期 FY2022	273	1	54	22

*1 オリンパスメディカルシステムズ株式会社を含む
*1 Including Olympus Medical Systems
*2 長野オリンパス株式会社を含む
*2 Including Nagano Olympus

「環境」データ　Environmental Data

2026年10月30日更新
Updated October 30, 2026

Laws and Regulations

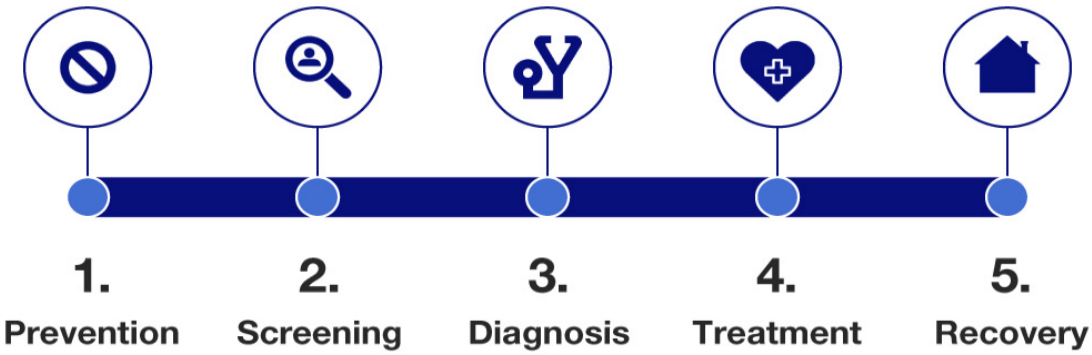
環境法規制の順守状況　Compliance with Environmental Laws and Regulations

	2022年3月期 FY2022	2023年3月期 FY2023	2024年3月期 FY2024	2025年3月期 FY2025	2026年3月期 FY2026
重大な法規制違反・事故の件数 Number of serious accidents or violations of laws and regulations	0	0	0	0	0
罰金・課徴金の総額（百万円） Total amount of fines or penalties imposed (million yen)	0	0	0	0	0
金銭的制裁以外の制裁措置の件数 Number of sanctions other than monetary sanctions imposed	0	0	0	0	0
その他の法規制違反・事故の件数 Number of other accidents or violations of laws and regulations	0	2	0	3	0

For the Benefit of Patients

Basic Concept

The Olympus Group has continuously focused on the patient care pathway (spanning prevention to recovery) in order to fulfil our corporate philosophy of “Making people’s lives safer, healthier, 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 patient quality of life.



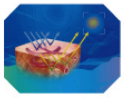
Initiatives

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

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

Efforts to provide information on Prevention, Screening, Diagnosis, and Treatment as aspects of care pathways 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 educational support, and boosting awareness 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 patient burden (see Fig. 4 below).

In addition, to ensure that necessary examinations can be seamlessly implemented, we continue to provide information on product and equipment maintenance on our website for healthcare professionals (see Fig. 5 below).

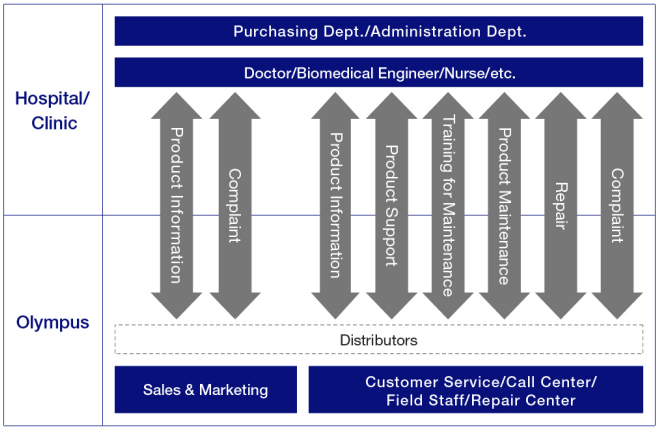
			Prevention	Screening	Diagnosis	Treatment	Recovery
1	Providing information via owned media 内視鏡で見つける！健康応援サイト おなかの健康ドットコム A physician-supervised information site on gastrointestinal diseases, cancer screening, and endoscopic screening and treatment.	● Operation of “Onaka-Kenko.com” - Explanation of various 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) BRAVE CIRCLE 大腸がん撲滅キャンペーン	○*	○*			
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 MEDICAL TOWN オリンパスが運営する 医療従事者のみなさま向け会員制サイト	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 its purpose of "Making people's lives healthier and safer." We have established a global system to accurately handle various aspects of customer service, 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

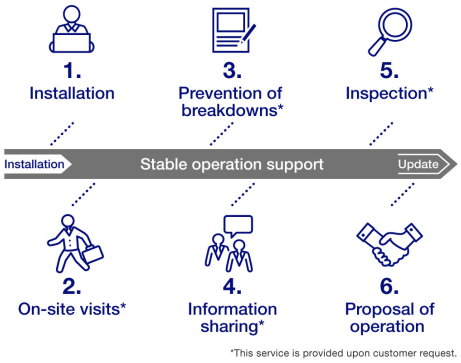
The Olympus Group believes that a relationship of trust with healthcare professionals is key to providing better products and services, as well as to making people's lives healthier and safer, and monitors customer satisfaction at various points of contact with customers—including sales and after-sales 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 overseeing department to improve quality. The purpose of these ongoing initiatives is to boost our relationship of trust with our customers.

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.

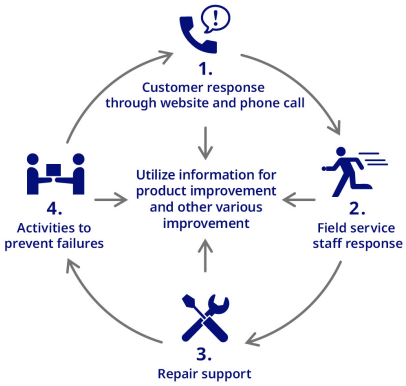
Post-sales activities

The Olympus Group's core products, endoscopes, are precision instruments with special complex structures inserted into the body as part of reliable medical procedures performed by healthcare professionals. We systematically provide a variety of post-sales support, as the products require inspection prior to use, proper reprocessing (cleaning, disinfection, and/or sterilization) after use, and regular maintenance.



1. Installation, operation check, and instructions on equipment operation
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 equipment usage conditions

* 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 some countries are staffed with teams dedicated to handling and troubleshooting equipment currently in use.
2. Field service staff response
   Field service staff promptly arrive at the site to inspect equipment and take steps to quickly get the equipment up and running in the event of an issue.
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 needed. In the U.S., we have developed a portal site to check on the status of repairs.
   * Please note that we may not be able to obtain a replacement right away, depending on the product.
4. Failure prevention
   We conduct training* on how to use equipment to avoid damaging it, in accordance with customer requests.
   * For customers with service contracts, failure prevention training is provided, based on the failure occurrence status and details of the failure with a view to preventing recurrence.

Repair site

Each Olympus Group repair center is equipped to respond promptly to customer repair requests. In addition, the Olympus Group has an integrated backup system to handle emergencies including disasters.



Elevating the Standard of Care

At Olympus, we are driven by a singular purpose: to improve lives by advancing healthcare. Through innovation, education, data-driven insights and global collaboration, we empower healthcare professionals to deliver exceptional care and better patient outcomes worldwide.

Advancing Medical Innovation

Innovation is the foundation for better healthcare. By developing cutting-edge medical devices and solutions, we provide healthcare professionals with the tools they need to deliver safer, more effective treatments. Our focus is on patient-centered solutions that improve outcomes and enhance quality of life.

Empowering Healthcare Professionals

Education is essential for improving patient care. That's why Olympus Group invests in premium training for healthcare professionals at every stage of their careers.
Through our Olympus Continuum™ platform, we offer a blended learning experience that includes:

1. Self-paced digital courses for convenience and flexibility
2. Hands-on, in-person training to build technical expertise
3. Collaborative post-training programs to reinforce knowledge and skills

These programs are designed to equip healthcare professionals with the tools and knowledge needed to deliver exceptional care and improve patient outcomes.

2,027
training sessions
worldwide in FY 2026
13% above goal

› Olympus Continuum™

Supporting Global Healthcare Through Grants

As part of our commitment to better care, we provide grants to support independent initiatives that align with our mission. These grants focus on:

1. Education and training for healthcare professionals, including clinical fellowships and hands-on learning
2. Programs to improve equity and access in healthcare

FY 2026 Global Impact
530+ organizations
40+ countries
$5.9 M in monetary support

A Shared Commitment to Better Care

By combining innovation, education and collaboration, Olympus Group is raising the standard of care worldwide. Together with healthcare professionals and communities, we are creating a future where every patient receives the highest quality treatment.

Related Links

- Enhancing Vietnamese Doctors' Skills in early detection, diagnosis, and treatment of gastrointestinal cancer ：True to Life
- Grant Award to Support Brazilian Colorectal Cancer Awareness Initiative : True to Life
- Permanent Product Award to GI Endoscopy Society : True to Life

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 renumeration.

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.

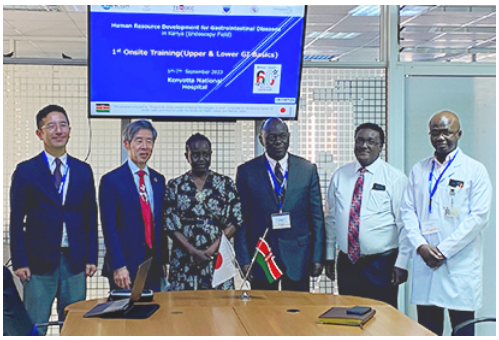
* An endoscopic image diagnosis support software that assists physicians in making a diagnosis by using AI to help determine whether there are any lesions in the images of an endoscopy.



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

Related Links

- Enhancing Vietnamese Doctors' Skills in early detection, diagnosis, and treatment of gastrointestinal cancer ：True to Life
- Bridging Kenya and Japan: Olympus coordinates Endoscopist Training Project ：True to Life

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

* FY in this table refers to the period from January to December of the given year.

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 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 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.



Employee Engagement Survey

Listening to Employees and Turning Feedback into Action

Olympus is strengthening how we listen to employees and use their feedback to improve our corporate culture, workplace, and business performance.

In June 2026, we launched the **My Voice Survey**, a redesigned global approach to employee listening built around prioritization, speed, and impact. The survey gives employees around the world a consistent opportunity to share their perspectives on employee engagement, Patient Safety and Quality, and timely topics important to the company's progress.

The inaugural My Voice Survey included 20 questions and achieved a 90% response rate, 13 percentage points above the external benchmark. Employees also provided more than 10,000 comments on how Olympus can advance simplicity across the organization.

These results provided valuable insight into what is working well and where greater focus is needed. Findings were shared with global and regional leadership teams to inform priorities and support actions global actions. Because the employee experience is also shaped at the team level, managers discussed the results with their teams and identified relevant local actions. This combination of company-wide direction and team-level action is central to creating meaningful and sustainable progress.

Building on Previous Employee Feedback

The My Voice Survey builds on insights gathered through earlier global employee surveys. In 2021, Olympus conducted a comprehensive Core Values Survey across 43 countries and regions in 18 languages. The survey achieved an 86% response rate. Among respondents, 78% indicated that they understood our Core Values, while 67% responded positively to questions measuring employee engagement. Of the 42 survey items, 39 improved compared with the previous survey.

Olympus followed this with a shortened pulse survey in November 2022 to assess progress and identify areas requiring further attention. Following these surveys, Olympus advanced initiatives including:

- Visits by Executive Officers to Olympus sites
- Improvements to decision-making processes
- Greater monitoring and follow-up on employee work-life balance
- The introduction and continued development of Global Working Guidelines
- Focused actions within our research and development and manufacturing organizations

Creating a Continuous Cycle of Listening and Action

Going forward, Olympus will conduct the My Voice Survey twice each year. This more consistent listening cycle will help us identify emerging priorities, respond more quickly, and track whether actions are creating meaningful improvements at all levels of the organization.

Our approach goes beyond collecting survey results. It is designed to create a clear cycle of listening, prioritizing, acting, and measuring progress. By listening to employees and translating their feedback into action, Olympus aims to build a more engaging and effective workplace while supporting our continued progress as a global MedTech company.

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 opportunity, 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.

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 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

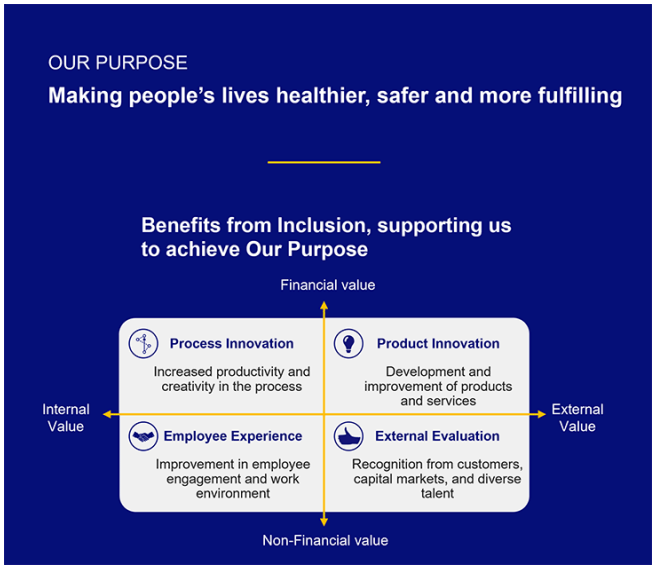
We recognize that personal and professional responsibilities are deeply connected. We are committed to supporting employees in all stages of life by promoting flexible work practices, enhancing caregiving resources, and creating policies that honor the diverse needs of families.

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 workplace, Olympus Group maintains the role of Chief Officer of Inclusion (COI) as a key part of our global governance structure. Currently, this role is held by Denise Lane.



Chief Officer of Inclusion provides executive oversight of Olympus' global Inclusion strategy, partnering across leadership and Inclusion teams to strengthen governance and accountability, embed inclusive practices into core business and management systems, and elevate the company's external inclusion presence.

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

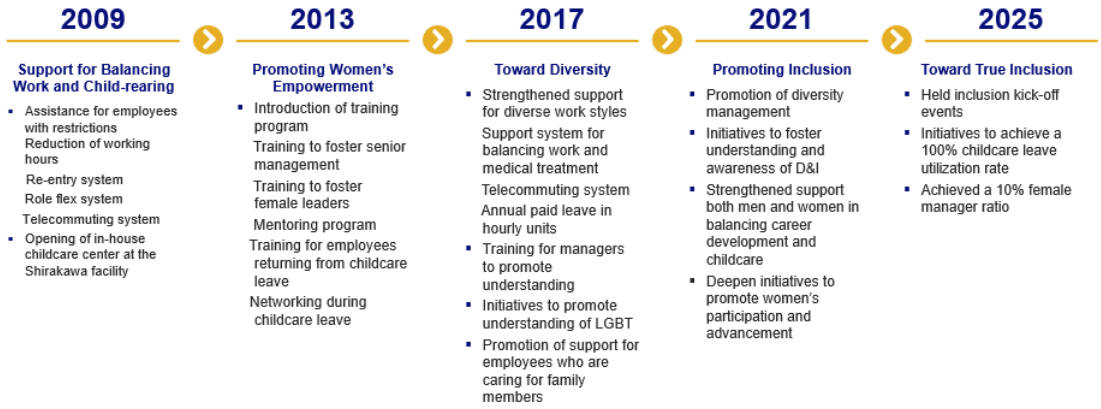
Data-related Inclusion strategy

- 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

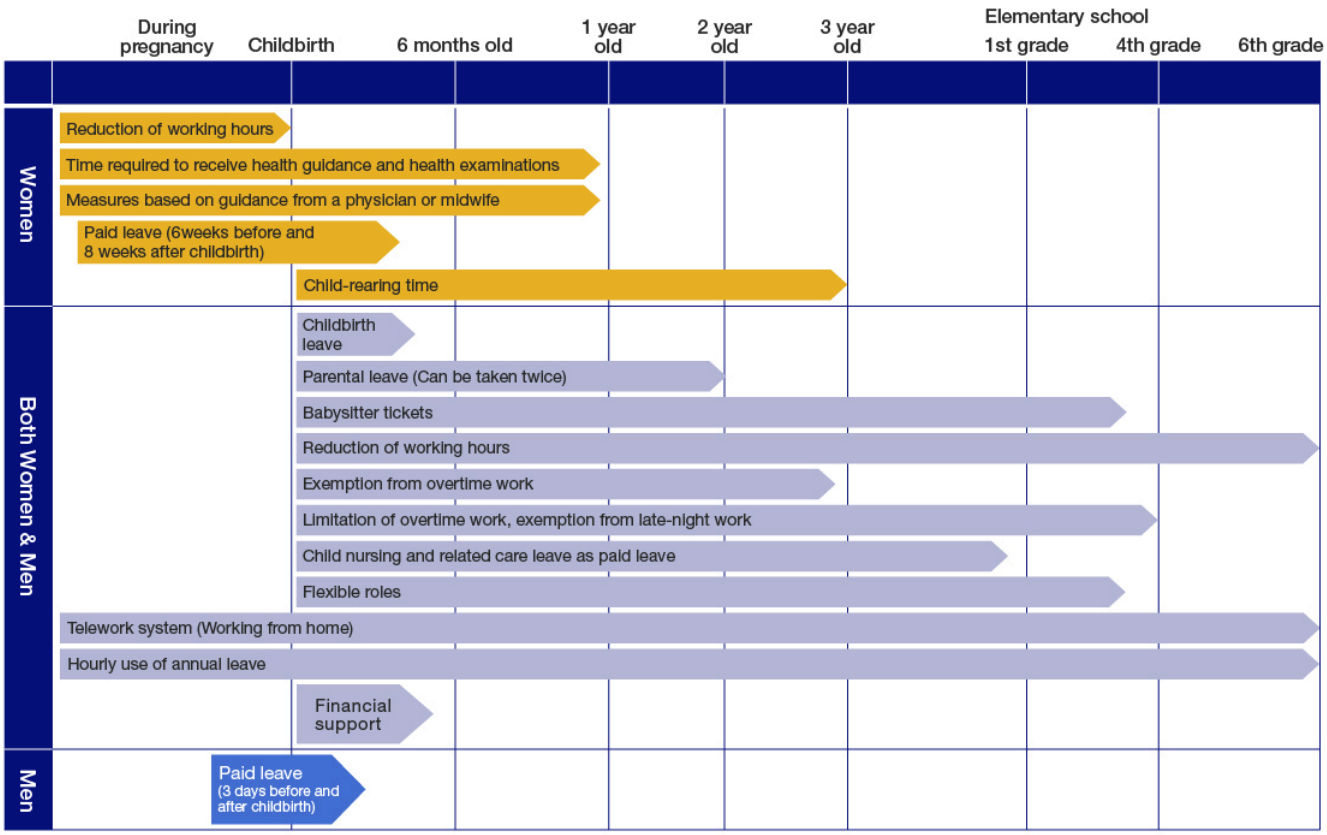
Systems and Mechanisms

To realize Our Purpose, Olympus Corporation promotes diverse work styles with the aim of creating a healthy organizational culture in which every employee can perform at their best.

In April 2021, we revised our remote work policy, by significantly reviewing the eligibility criteria, maximum number of days, and work location, 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 hourly increments of paid annual leave, satellite offices and other measures. Furthermore, from April 2025, we abolished core working hours and expanded 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



Initiatives

Fostering an Inclusive Culture Promoting the Advancement of Women Support for Balancing Childcare and Career Development External Evaluations

Fostering an Inclusive Culture

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

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 FY2026, inclusion kick-off events were held in multiple regions around the world, including Japan. The Chief Officer of Inclusion (COI) explained that inclusion is a key management strategy that supports sustainable growth and innovation and spoke about the company’s commitment to achieving an inclusive culture where everyone can demonstrate their full abilities with fair opportunities. The COI also shared the company’s inclusion strategy, examples of initiatives in different regions, and measures to encourage active participation by employees. More than 1,000 employees participated globally, including about 250 in Japan.

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 2026, at Olympus Corporation, the ratio of female employees in managerial positions is 11.9%. Our training program 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 take ownership of career development through dialogues with mentors.

Furthermore, since FY2024, we have held cross-company workshops with other companies. These workshops aim to drive a shift in mindset towards participant's career growth, which is facilitated through networking with participants from different industries, conversations with role models from each company, and group discussions reflecting on their own leadership goals.
We also hold networking events for female employees in managerial positions. To date, we have held events, including a panel discussion with female employees in managerial positions from various cultural backgrounds and a tie-up seminar with other companies to consider female health issues. The satisfaction rating among participants has been excellent, with an average rating of 4.9 or higher (out of 5 points) at each event, and these events have also facilitated post-event networking among participants.



Tie-up Workshop with Other Companies

Support for Balancing Childcare and Career Development

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

To achieve a good balance between private life and career development, we have introduced various initiatives 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).

Particularly with regard to childcare leave, we have set targets and are undertaking initiatives to achieve these targets, as one of the priority areas in our ESG Strategy. We are also encouraging dialogue at an early stage between employees who take childcare leave and their supervisors by using video content on the experiences of managers whose subordinates have taken childcare leave, a guidebook that supports the balance between childcare and work for both leave-takers and supervisors, and childcare leave planning worksheets. As a result of these initiatives, the childcare leave utilization rate in FY2025 reached the target of 100%.



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, Shirakawa Olympus/2026; Platinum Eruboshi: Aomori Olympus/2025)

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)

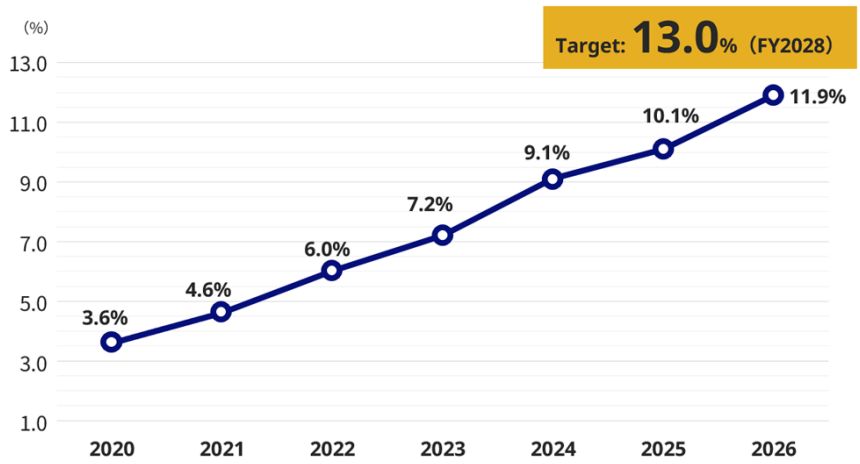
PRIDE Index 2025

We received a "Bronze" certification in the "PRIDE Index 2025," an evaluation index for LGBTQ+ initiatives in Japan. (Olympus Corporation/2025)

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 2024	March 2025	March 2026
Female officers	16.1%	16.7%	11.9%
Female section supervisors	13.9%	14.1%	15.7%
Female employees	19.5%	23.4%	24.1%
Female new graduates recruited*1	34.6%	34.6%	28.4%
Female mid-career hirings	25.6%*2	27.8%	44.8%
Male years of continuous employment	14.1 years	15.8 years	15.5 years
Female years of continuous employment	10.5 years	13.1 years	12.8 years

Note: For the percentages of female section supervisors and female employees, 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.

【Foreign nationals and other】

	March 2024	March 2025	March 2026
Officers with foreign nationality	43.0%	50.0%	45.5%
Persons with disabilities*	2.85%	2.89%	2.92%

* Eight companies of the special group

【Childcare related】

	FY2024	FY2025	FY2026
Men who took childcare leave*1	88.0%	98.2%	101.4%*1 *Target: 100% (FY2026)
Women who took childcare leave	100%	94%*2	97.3%*2
Childcare leave period (males)	53.9 days	59.6 days	66.8 days
Childcare leave period (females)	354.1 days	312.8 days	386.1 days
Women who returned to work following childbirth	100%	100%	100%

*1 Men who took childcare leave includes those employees who were eligible to take special paid leave when their wives gave birth. Because the numerator also includes employees whose spouses had given birth before FY2025 but who took childcare leave in FY2025, the rate exceeds 100%.

*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 97.3%.

【Workstyle】

	FY2024	FY2025	FY2026
Annual leave	14 days	14.1 days	13.9 days
Average legal overtime hours per month*1	10.5 hrs	14.6 hrs	17.43 hrs
Telecommuting use*2	5,280 people	5,671 people	5,365 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.

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

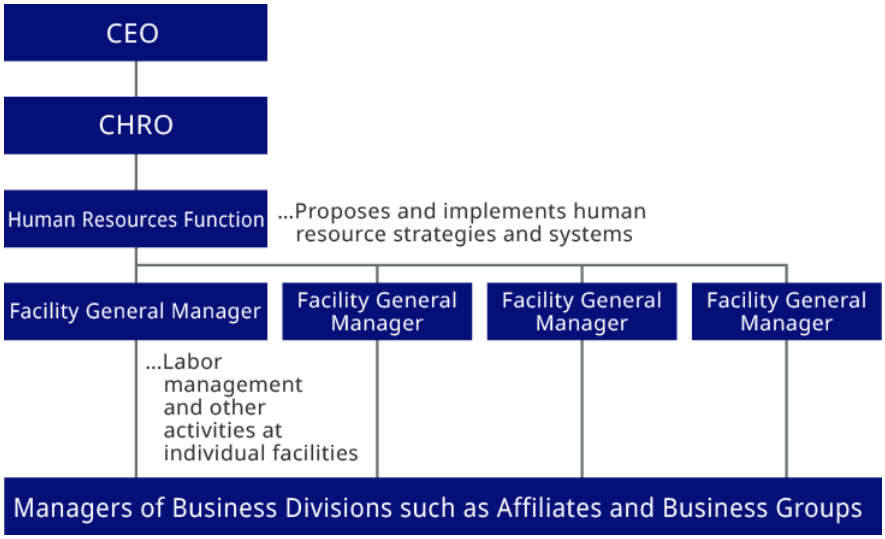
The Olympus Group published the Olympus Global Code of Conduct to define the ethical standards for the behaviors of all group members. We place the highest value on "Respectful Behavior. Under the Code of Conduct, we clearly declare that we do not allow harassing behavior or discrimination based on personal 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 CEO is ultimately responsible for our strategy for human resources including personal management and labor relation, while the Chief Human Resources Officer (CHRO) 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 FY2026

Olympus Corporation hired 243 employees (only permanent employees) in FY2026. Of these, mid-career employees accounted for about 55% 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 2026, the employment rate of eight special corporate groups was 2.92%, maintaining a level above the statutory rate of 2.7% (as of July 2026).

* 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 s 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. As of the end of March 2026, the Company has a total of 214 post-retirement age workers.

Related Links

For detailed data, please refer to the Social (S) Data in the ESG Data.

› ESG Data

Employee Development

Learning & Development at Olympus | Our Development Offers | Leadership Development
Global Performance Management Concept | Annual Process and Conversations Between Managers and Employees
Performance Goals Link to the Company Strategy

Learning & Development at Olympus

At Olympus, we believe our people are the driving force behind our success - today and in the future. To realize Our Purpose of making people's lives healthier, safer and more fulfilling and to ensure patient safety at all times, we are committed to enabling every employee to develop a deep understanding of our shared strategic ambitions and Core Values, while continuously strengthening both their professional and personal capabilities. In doing so, we empower our people to meaningfully contribute to our collective success.

Our ambition is to foster a culture of continuous growth. As markets, technologies, and societal expectations evolve rapidly, we firmly believe that learning never stops. Olympus actively supports this by providing diverse opportunities - ranging from structured training and education to experiential learning through collaboration, leadership engagement, and on-the-job challenges that accelerate development.

Inspiring leader role models are a critical driver of both business performance and cultural transformation. Our **Global Leadership Competency Model (GLCM)** provides a consistent, global framework to guide leadership development, talent and succession management, and hiring decisions - ensuring that we cultivate leaders who inspire and deliver across our organization.

We target globally aligned processes and programs that drive cross-cultural collaboration and strategic alignment across borders. Through a consistent global approach to performance and development, we encourage ongoing feedback, personal ownership of growth, and alignment between individual aspirations and organizational goals. We hold ourselves accountable by measuring our progress through regular **employee engagement surveys** and we continuously refine how we develop our people and culture, ensuring that Olympus remains a place where talent thrives and impact grows.

Our Development Offers



We empower our people to grow, lead, and drive meaningful impact for patients worldwide by providing a **comprehensive portfolio of learning opportunities designed for leaders, individual contributors and teams**.

We accelerate personal and professional growth by building critical capabilities in leadership and business excellence for all talents. **Our approach blends targeted programs, digital learning platforms such as LinkedIn Learning, and curated learning journeys, enabling continuous, flexible development aligned to evolving business and individual needs. To support our people to thrive in a diverse global organization, we foster collaboration and inclusive leadership through cross-cultural learning, 360 Feedback, mentoring, coaching, English learning initiatives and innovative tools such as GlobeSmart, accompanied by facilitated workshops to help teams achieve effective cross-cultural collaboration.**

Rooted in Our Purpose and Core Values, we place patient safety and quality at the center of everything we are doing. Through Global Onboarding, Core Values initiatives, and immersive learning experiences and interactions with patients and healthcare professionals, we strengthen a culture where every employee understands their impact. Our organization-wide **Patient Safety & Quality in-person group workshops re-emphasized Our Purpose and Core Values** and how each of us can take action on a daily basis. An additional **Quality E-Learning** reached 92% of our workforce and highlighted once more that quality and the safety of our patients remains the highest goal for Olympus. At the same time, we build deep **functional expertise through role-specific training and academies,** strengthening the capabilities that drive innovation, operational excellence, and ultimately patients' care. **Digital initiatives around AI adoption and upskilling** support our strategic ambition of innovation-growth and market leadership.

The gradual implementation of our **Global Learning Management System** aims at ensuring access to development opportunities from all over the world and a one-stop-shop for Olympus' talents to take their careers to the next level.

Leadership Development

In 2019, we introduced the **Global Leadership Competency Model (GLCM)**, defining the critical capabilities our leaders need to deliver on our strategy and achieve meaningful impact. Initially embedded in talent and succession management for global key roles, the GLCM was expanded in 2021 to all management positions worldwide, becoming a consistent foundation across hiring, talent development, and learning.

In February 2024, following the launch of our refreshed Core Values, we further evolved the GLCM to align more closely with Our Purpose and strategic priorities. This enhanced model strengthens the leadership capabilities required to lead in a complex, fast-moving med-tech environment - ensuring we continue to drive innovation, performance, and patient impact. **Today, the GLCM serves as the foundation for all global leadership development offers at Olympus.**

To support leaders in their growth journey, we introduced the **Global 360 Feedback** process in May 2022 - a powerful development experience enabling leaders to gain holistic insights from managers, peers, and their teams. Since its launch, approximately 1,400 leaders have participated, using these insights to accelerate their development and leadership effectiveness in global and regional programs.

We further strengthen our talent pipeline through a structured, data-driven approach to talent and succession management, including the use of the nine-box matrix to assess performance and potential. This enables targeted development, supports high-potential identification, and ensures a strong and sustainable succession pipeline aligned with our strategic priorities. A **Talent Development Toolkit and Talent Development Sessions as well as a Recognition Toolkit** support our leaders to build high-performing teams and drive their talents' careers based on individual needs and our organization's direction.

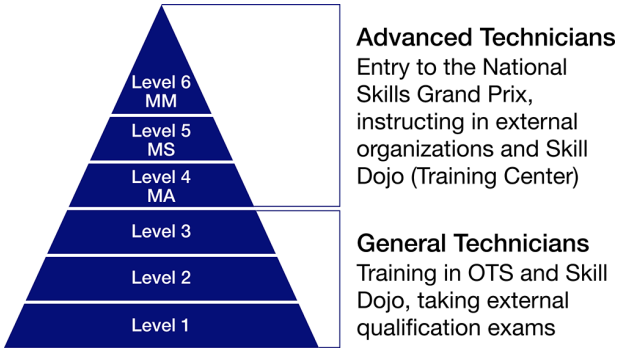
Launched in August 2025, the **GROW Leader Channel** serves as a global platform for all Olympus leaders around the globe to connect, align, and grow together. It enables leaders worldwide to exchange perspectives, strengthen networks, and continuously learn from one another.
Through the **GROW Leader Sessions**, we address strategically relevant topics that equip our leaders with the insights and capabilities needed to lead effectively, fostering a strong, connected leadership community that drives impact across Olympus.

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

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—Innovation-Driven Growth, Simplicity, and Accountability—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.

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

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 enhancement of engagement, the reforms of the corporate culture, and other matters. In FY2026, we continued to share and discuss statuses regarding management measures, organizational culture development, and human resource development initiatives. 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 2026, 4,390 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 67%.

Gemba Visits by Executive Officers

Executive Officers meet directly with employees. They visit our Gemba (on-site) locations, including sales, R&D, manufacturing, and corporate functions, amongst others, to gain an understanding of the day-to-day operations of employees, as well as their thoughts, with a view to creating a situation where there is less distance and better understanding of issues between labor and management.

Key comments from roundtable discussion participants

- I was able to exchange frank opinions with an Executive Officer and colleagues from other departments, which deepened mutual understanding. It was a very meaningful and productive time.
- It was clear that colleagues from other departments who attended the same session were aware of the same challenges, and we were able to have constructive discussions about how to address those challenges.
- We were able to share thoughts to make Olympus better among participants, which led to increased engagement with Olympus and also increased our motivation.

Olympus Open Ways of Working

Olympus Global Headquarters: Way of Working and Office Environment
The Philosophy Behind O^3 (O-Cubed)
The Aim of O^3
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 O^3(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 O^3 project centering on collaboration from a purpose-driven perspective and on work-life balance from a people-centric perspective.

The name of the O^3 project reflects our desire to create and enhance our future through the accumulation of a diverse range of O's.

The Aim of O^3

The O^3 project aims to accelerate collaboration by breaking down barriers between organizations, to further improve engagement and productivity, and to deliver innovative value to our stakeholders, all through new, open ways of working.



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

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



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.



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

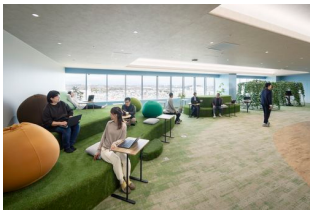
Global Headquarters	Working from home	Shared offices	Satellite offices
◆ Development work (experiments, etc.) ◆ Communication across organizations (cross functional projects, etc.) ◆ In-person, large group meetings ◆ In-person meetings ◆ Group work ◆ Solo work ◆ Visitor reception ◆ In-person events, 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 O^3 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 occupational accidents.

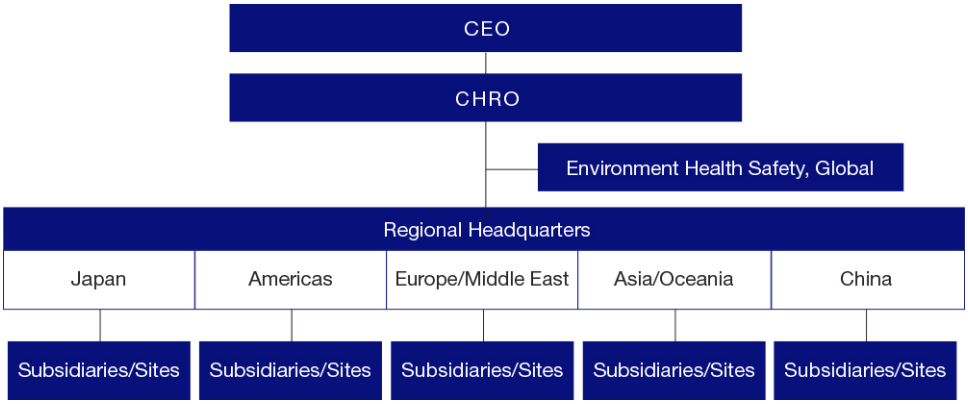
› Olympus Global Code of Conduct
› Environmental Health and Safety Policy

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 health and safety manager, 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 FY2026, we maintained both the number of fatalities involving employees and contractors at zero. However, the lost time injuries frequency rate was 0.87, an increase from the previous year. For all occupational accidents, the health and safety promotor verified the circumstances of accident occurrence at the actual site and with the actual articles in question and took measures to prevent reoccurrence such as improvement of equipment, revision of work procedures and guidelines, and retraining on safe behavior.
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.

	FY2022	FY2023	FY2024	FY2025	FY2026	Target of FY2026
Number of fatalities*2	0 (0)	0 (0)	0 (0)	0 (0)	0 (0)★	0 (0)
Number of lost time injuries	27	31	27	32	41★	
Lost time injuries (of one day or more) frequency rate*3(LTIFR)	0.56	0.66	0.58	0.68	0.87★	0.53

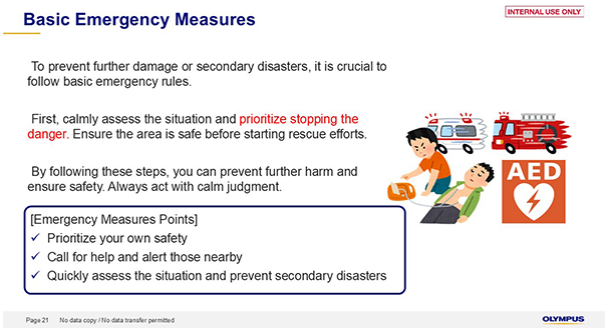
★ Indexes certified by external assurance.

*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

As with 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 Olympus 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

◊ Improving chemical substance management

With the aim of achieving more effective and more efficient chemical substance management throughout Japan, we continued to hold opinion exchange sessions since 2024 to share know-how on and experience from each site. In FY2025, we conducted reciprocal site visits to review the operating status of chemical substance risk assessments and identify best practices and areas for improvement. Based on this initiative, we consolidated the Occupational Health and Safety Risk Management Rules, which previously were maintained individually at each site, into a single set of regulations common to all of Japan.

◊ Joint traffic accident prevention measures at Aizu, Shirakawa, and Aomori (Aizu Olympus Co., Ltd., Shirakawa Olympus Co., Ltd., and Aomori Olympus Co., Ltd.)

The risks of traffic accidents while commuting increases from December to February due to snow and icy conditions, and to address this, the three sites in Tohoku worked jointly to prevent such accidents. Each site created and displayed awareness-raising posters on a monthly basis in succession and shared measures such as identification of hazard areas specific to snowy regions, tire inspections, equipment checks, and adjustment of commuting times. They also promptly shared information on the causes of and countermeasures against accidents that occurred during this period, leading to improvements at each site. As a result, the safety awareness of employees who commute by car increased, leading to a reduction in traffic accidents while commuting. The three sites plan to continue this initiative in the future.

◊ Monthly Safety Meetings (Nagano Olympus Co., Ltd.)

To foster a culture of safety and continuously raise safety levels at worksites, each workplace holds monthly safety meetings with a different theme. Based on the specific theme, such as near-miss incidents in routine and non-routine work, heavy object handling, prevention of hazardous substance dispersal, electric shock, distracted walking, and awkward postures, participants discuss risk awareness and effective countermeasures. The improvement proposals gained through these discussions are promptly incorporated into worksites, and a mechanism has been created for sharing proposals at all workplaces, leading to recurrence prevention and increased knowledge throughout the entire organization.

Activities in Americas

◊ Disaster preparedness drills and fire extinguisher training (Olympus Surgical Technologies America)

With the objective of strengthening initial response capabilities in the event of a fire, a fire safety expert was invited to conduct classroom training and hands-on fire extinguisher training for emergency response teams on both the day and night shifts. Through this training, all participants improved their decision-making capabilities in initial responses and their practical firefighting skills while also gaining confidence in their ability to implement on-site responses based on their experience. Going forward, periodic training will be conducted to maintain and enhance the ability of emergency response teams to respond to fires.



◊ EHS topic of the month
(Olympus Surgical Technologies America)

To maintain and enhance safety awareness, educational materials on the environment, health, and safety are distributed to all employees on a monthly basis. The content of such materials is tailored to the season to spur employee interest. For example, in April, the company participates in Go Orange Day, a program to raise safety awareness in work areas, and in November, it conducts safety awareness programs related to Thanksgiving. Participating in training courses through education management tools and managers confirming levels of understanding within teams lead to awareness and behavior related to the environment, health, and safety taking root among all employees.

Activities in Europe

◊ Introduction of internal audit management system
(KeyMed (Medical & Industrial Equipment) Ltd.)

An internal audit management system was introduced and digitalization was promoted with the objective of efficiently conducting internal audits and performing prompt and reliable follow-up on audit indications. By registering photos, documents, and observations to a dedicated platform in real time during audits, the need for printing these items on paper and post-processing was eliminated, and it is possible to generate reports directly from the tool. This has resulted in faster reporting, centralized management of audit histories, and quicker follow-up on audit indications.

◊ Elf on the Shelf—health and safety awareness
(Olympus Medical Products Portugal, Unipessoal LDA)

To embed safety behavior in day-to-day work, awareness-raising measures are conducted using a familiar character—the Elf on the Shelf. Witty and fun safety reminders such as “handrails aren’t decorations” and “let’s use cut-resistant gloves” are conveyed to employees through posters and digital signage. Managers are encouraged to confirm messages, generating greater interest and engagement resulting in safety behaviors, such as wearing protective equipment and exercising caution when using stairs, becoming embedded.



Activities in China

◊ Safety Patrols
(Olympus Trading (Shanghai) Limited)

Regular safety audits are conducted at the Guangzhou site to identify and improve on-site risks at an early stage. Root causes of problem areas are identified using a checklist, countermeasures are determined, responsibilities are assigned, and schedules are set, followed by evaluation and verification of countermeasures, supported by photos to compare conditions before and after. In the FY2025 audit, corrective actions were immediately implemented for five items requiring improvement, including age-related deterioration of machine safety covers and the storage method for disinfectant solutions. All items were addressed by the end of the year. As a result of systematic record management, the improvement cycle continues to function effectively.



◊ On-site workplace patrols by external auditors (Olympus Trading (Shanghai) Limited)

With the aim of further strengthening our safety management system, on-site guidance was received from local production safety inspectors and experts, inspections were performed with a focus mainly on chemical storage areas and repair sites, and advice was obtained. The experts praised the company's management systems and even recommended them as a model for other companies in the region. They also proposed improvements, such as enhancing the visibility of emergency supply labels. All issues identified were promptly addressed, and efforts to improve its safety management systems by leveraging external expertise will be continued.

Activities in Asia/Oceania

◊ Safety Month Programs (Olympus Vietnam Co., Ltd.)

Every June is designated as Safety Month, and during the month, programs to enhance awareness of workplace safety and the work environment are carried out. A variety of initiatives are conducted, including poster displays, participatory health and safety contests, and a call for artwork encouraging smoking cessation, with more than 600 submissions from employees (about three times the number in 2024). Participating in these events raises employees' sense of personal ownership and leads to increases in workplace safety improvement proposals, contributing to the development of a safety culture in the workplace.



◊ New occupational safety management system introduced (Olympus Australia Pty Ltd.)

A new safety management system was introduced in June 2025 to further strengthen workplace safety. Multiple briefing sessions for employees and managers were held, communicating procedures for reporting identified hazards and accidents as well as how to use workplace safety inspection checklists. Responses to identified hazards were accelerated by consolidating reporting information within the system. In addition, the system's functions are being used for risk management, visitor and contractor management, equipment ledgers, and chemical substance information management.

◊ 5S activities and workplace patrols (Olympus Taiwan Co., Ltd.)

Employees were divided into several teams to conduct 5S activities, which involves inspecting the entire office every other month, with the objectives of instilling habits of organization and orderliness in the workplace and enhancing safety. During these inspections, areas for improvement are identified from the perspectives of "sort, set in order, shine, standardize, and sustain," with findings recorded using a special-purpose tracker, responsibilities assigned, and progress managed. As a result, concrete improvements, such as standardized and easy-to-read labeling for work areas, fire extinguishers, and switches as well as installation of dust covers on unused outlets to prevent dust-related issues, have taken root. Regular inspections and record-keeping have led to improved workplace visibility, contributing to heightened awareness of day-to-day organization and orderliness and ensuring safety.

Health Management and Better-Health Promotion

Basic Approach and Priority Measures | Health Promotion Initiatives | Health Maintenance and Improvement Initiatives in Japan | External Certification | Activity Results

Basic Approach and Priority Measures

Basic Approach

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.

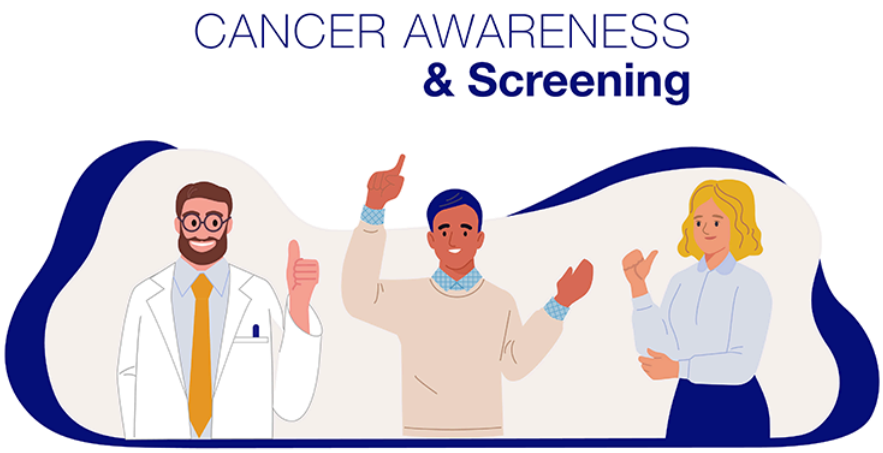
Health Promotion Initiatives

We conduct health promotion measures globally centered on 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 (regular checkups, follow-up interviews, detailed test follow-up, etc.)
	Cancer screening (raising awareness, screening uptake, detailed test follow-up, etc.)
	Infectious diseases measures (education, awareness-raising, vaccination, etc.)
Creating Healthy Habits	Exercise (regular exercise habits, awareness-raising, events, etc.)
	Diet (regular meals, balanced diet, etc.)
	Sleep (sleep duration, improving sleep quality, etc.)
Mental health	Self-care (seminars, awareness-raising, etc.)
	Line care (seminars, awareness-raising, etc.)
	Mental health consultations (external counseling organizations, etc.)

Priority Topic: Increasing Knowledge about Cancer and Checkups

To raise employees' knowledge of cancer and awareness of the importance of screening and to increase cancer screening rates, and as a medical device manufacturer that produces endoscopes, we are promoting initiatives that embody the value of early cancer detection and early treatment. We are advancing awareness-raising activities and improving the cancer screening environment globally, and by sharing initiatives across regions, the entire Group is working together to implement cancer countermeasures.



Examples of Activities in Each Region

◊ Awareness-Raising and Screening-Promotion Activities Focused on Gastric and Colorectal Cancer Screening

Olympus Trading (Shanghai) Limited (China)

In November 2025, under the theme "Promoting Early Screening, Early Treatment, and Health Management," we held a company-wide seminar on raising cancer awareness and promoting screening uptake through gastric and colorectal endoscopic examinations, attended by approximately 30 employees. The seminar introduced related campaigns and benefit programs, helping employees deepen their understanding of the importance of early cancer detection as well as the details of these initiatives and how to make use of the support programs.



◊ Breast Cancer Awareness Event

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

To coincide with Breast Cancer Awareness Month in October, we set up an exhibition booth for the "Know Your Lemons" breast cancer awareness campaign and carried out awareness-raising activities on the importance of early detection and prompt medical consultation for breast cancer. "Know Your Lemons" is a global program that uses the visual imagery of lemons to convey the symptoms and changes of breast cancer in an easy-to-understand way, with the aim of early detection and education. More than 100 employees participated in the event and deepened their understanding of the importance of self-checks for breast cancer.



◊ Women's Day

Olympus Medical Systems India Private Limited (India)

We held a seminar themed on women's health, covering the early detection of cervical cancer, egg freezing, and various other conditions.



◊ Movember: Awareness-Raising Activities on Men’s Health Issues (Prostate Cancer)

Olympus Italia S.R.L. (Italy)

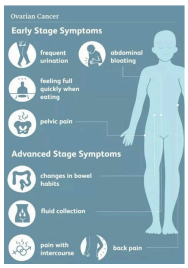
To coincide with Movember, Men’s Health Awareness Month in November, we held a seminar aimed at promoting understanding of men’s health issues, particularly prostate cancer, and disseminating knowledge about the importance of early detection and prevention.



◊ Skin Cancer Awareness Campaign

Olympus Australia Pty Ltd (Australia, New Zealand)

In July 2025, to promote understanding of skin cancer, we highlighted the year-round risks of UV exposure and provided information on prevention and early detection.



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.



◊ Dental Checkups and Oral Health Seminar

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

We held a seminar event on dental checkups and oral health, attended by more than 30 employees. In addition to a seminar covering oral health topics such as proper toothbrushing technique and how to choose a toothbrush, we also provided employees with an opportunity to undergo dental checkups.



◊ Influenza and Hepatitis Vaccinations

Olympus (Beijing) Sales & Service Co., Ltd. (China), Olympus Australia Pty Ltd (Australia, New Zealand), Olympus Italia S.R.L. (Italy), Olympus Danmark A/S (Denmark), etc.

In each region we work to prevent infectious diseases through influenza and hepatitis vaccinations, including covering the cost when employees are vaccinated individually.

Measures to Create Healthy Habits

Maintaining and improving healthy lifestyle habits is a fundamental initiative for disease prevention and contributes to the health maintenance and promotion of each and every employee. With the aim of raising this awareness, we actively conduct awareness-raising events and campaigns based on the circumstances and needs of each region.

Examples of Activities in Each Region

◊ BeWell Program (Wellness Activities)

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

The BeWell program supports employees' overall well-being. In partnership with outside specialist providers, we deliver various content and digital health measures throughout the year, with participation by more than 1,240 employees and their families. Through initiatives such as “Wellness Wednesday,” held every Wednesday, and use of the Employee Assistance Program (EAP), we are promoting improvements in physical and mental well-being.

◊ Wellness Program

Olympus Italia S.R.L. (Italy)

We hold weekly online fitness sessions to support employees and their families in promoting better health, improving performance, and fostering a positive mindset.

◊ Health Habit Promotion Activities

Olympus Singapore Pte. Ltd. (Singapore)

With the aim of enriching daily life and improving quality of life through better health habits, the company shares health-related information in quiz format, providing employees an opportunity to learn tips for healthy living.



◊ Sports Day

Olympus Medical Systems Vietnam Co., Ltd. (Vietnam)

In September and October 2025, the company held Sports Day events for staff at its Hanoi and Ho Chi Minh City offices, aimed at promoting healthy habits and boosting energy and motivation.



◊ Badminton Tournament

Olympus (Suzhou) Medical Device Co., Ltd. (China)

A badminton team was formed and holds activities once or twice a week. A tournament was held in January 2026, with participation by approximately 20% of employees.

◊ Promoting Healthy Eating

Olympus Korea Co., Ltd. (Korea)

In March 2026, as part of a global campaign, the company shared information on dietary habits that all employees could put into practice in daily life, with the aim of building healthy lifestyle habits.



◊ “Good Sleep” Podcast

Olympus Europa SE & Co. KG (Germany)

The company launched the “Good Sleep” podcast, sharing information and raising awareness about sleep.



Measures concerning Mental Health

Initiatives concerning employee mental health are an important topic. In each region, in light of local characteristics and needs, we are implementing a wide range of initiatives from the perspectives of both self-care and line care, including awareness-raising seminars and events, establishing external consultation services and encouraging their use, providing training on stress management, and building systems for early consultation, as well as strengthening support systems in partnership with specialists.

Examples of Activities in Each Region

◊ Initiatives on Mental Health Checks

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

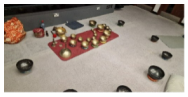
To promote self-awareness of one's own mental state and greater understanding of mental health, the company is working with a Hong Kong government mental health initiative, using science-based assessment tools and mini-games to enable team members to regularly check on their own condition.



◊ Awareness-Raising Seminar Related to World Mental Health Day

Olympus UK & Ireland

To coincide with World Mental Health Day 2025, the company held a “sound bath experience session” aimed at refreshing mind and body, offering employees an opportunity to step away from daily busyness and reflect on the importance of mental health. As part of building a system where employees feel comfortable seeking support, the company also introduced its Mental Health First Aiders (MHFA), who provide initial support to employees and connect them to appropriate consultation resources, to raise awareness of the support network.



◊ Psychological and Social Safety Workshop

Olympus Sverige AB (Sweden)

We held a workshop aimed at improving psychological and social safety, deepening understanding of stress and workplace interactions, and learning approaches and practical methods for building a workplace where everyone can work with peace of mind.

◊ EAP (employee assistance program) Initiatives

Olympus Medical Products Portugal unipessoal Lda. (Portugal)

With the aim of supporting employees’ physical and mental health, we provide practical and comprehensive support across a wide range of areas, including psychological support and coaching sessions, legal support, childcare and eldercare, stress management, nutrition, and smoking cessation support.



◊ Psychological Support Program

Olympus Iberia S.A.U. (Iberia)

In addition to professional support through therapy and coaching sessions, we provide an environment in which employees can participate in various mental health programs.



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, we have advanced the standardization of the industrial health system and health management operations, as well as the establishment of a health management system, and we continue to promote measures 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.” Based on this policy, we established the Olympus Health Declaration in Japan in April 2018. Under this Declaration, we aim to foster an organizational culture in which employees, both physically and mentally, are healthy and full of vitality, and to realize "the realization of health and happiness in life" for each and every employee.

Olympus Health Declaration

Realization of a Better Livelihood and Happiness

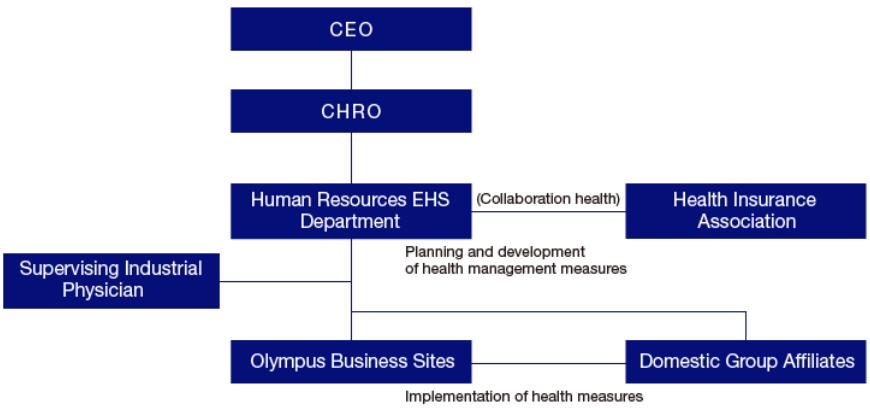
Our corporate philosophy is to contribute to society by “Making people's lives healthier, safer and more fulfilling.” We believe this is possible with the support of healthy employees and their families with vitality.

Olympus places top priority on the health of its employees and their facilities 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

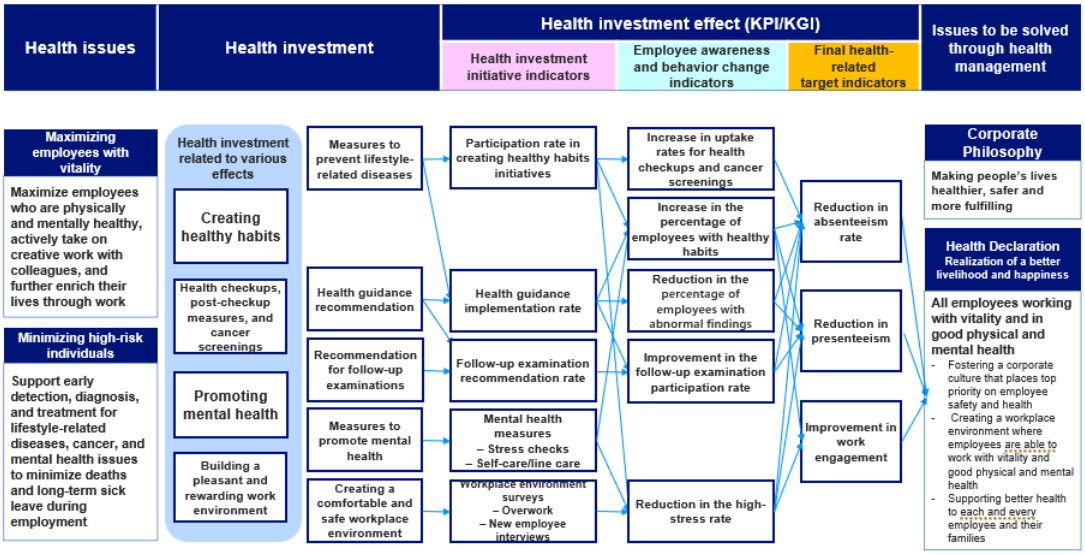
Based on collaboration between the Company and the Health Insurance Association (“collaborative health”), we promote initiatives in line with an annual health promotion plan. The Human Resources EHS Department takes the lead, and, with advice from industrial physicians and industrial health care staff, promotes health management together with the EHS departments of domestic Group companies and the Health Insurance Association. We also hold working-level meetings aimed at reviewing measures, confirming the status of health promotion, and horizontally deploying good practices, advancing practical initiatives through these discussions.



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), and work engagement as indexes, initiatives to promote the better health of employees are actively ongoing. We set targets for each item and regularly review the progress and results of activities across the entire domestic Olympus Group together with management. The results of these reviews are shared across domestic Group companies to raise activity levels and are also reflected in the following year's activity plans, leading to continuous improvement of health management.

Health Management Strategy Map—Overview of Health Activities in the Japan Region (Revised March 2026)



Health Management and Better-Health Promotion

Based on the Health Management Strategy Map, and toward improving the target indexes of absenteeism, presenteeism, and work engagement, we have positioned the three globally defined categories of Checkups & Care, Creating Healthy Habits, and Mental Health as priority measures and are systematically developing various initiatives.

Measures concerning Checkup & Care

Undergoing physical examinations and understanding/improving the results of physical examinations are basic initiatives in terms of health management. We are pursuing continuous improvement using the rate of regular health checkup attendance, the rate of employees with detected health issues, the rate of follow-up interviews, and the cancer screening rate as our key indexes.

◊ Regular physical exams and follow-ups

Industrial physicians and medical staff permanently stationed at each site conduct regular health examinations, interviews based on post-exam measures, and follow-up care. We have also strengthened our efforts to encourage employees in whom health issues have been detected, and those who require detailed examinations, to undergo them, leading to early detection and prevention of more serious conditions.

♦ Cancer screenings

At Olympus, we incorporate endoscopic tests using our own products into the cancer-screening menu toward the early detection and early treatment of cancer. We have also maintained high rates for both (72.7% for gastrointestinal endoscopies and 64.6% for colonoscopies in FY2026). The Health Insurance Association fully subsidizes the costs of examinations, including those for dependents, with some exceptions. Full support also includes gynecological examinations for all age brackets.
Following examinations, we strengthen post-exam follow-up, such as actively encouraging employees who require more detailed examinations to undergo them. In addition, we hold regular e-learning sessions and seminars to improve employee's knowledge of cancer and to promote higher uptake of 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. Domestic Group companies have established five healthy lifestyle habits and are promoting initiatives toward improving each of these indexes.



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

Item	Activity
Exercise	We are implementing various initiatives related to creating healthy habits at domestic Group companies and each site. Activities covering all domestic Group companies ◆ Held exercise seminar, "Recommendations for Building Regular Exercise Habits" (participation by approx. 440 employees) ◆ Walking campaigns: Held for about one month four times annually (participation by approx. 3,300 employees each time) 

Item	Activity
	◆ Toothbrushing campaigns: Held two times annually (participation by approx. 2,700 emp ◆ Weight management campaigns: Held one time annually (participation by approx. 2,100 ◆ Subsidies for use of outside sports clubs (Health Insurance Association) Activities at individual sites ◆ Yoga seminars (participation by approx. 80 employees at Aizu and Shirakawa); badminto 70 employees at Aizu); exercise to prevent falling (Aomori) ◆ Three-person team walking challenge (held four times annually at Shirakawa; participat time) ◆ Blood pressure measurement and stress measurement sessions (participation by appro competition measurement sessions (held two times annually; participation by approx. 2 time)
Sleep	We are implementing the following initiatives aimed at improving the quality of sleep.  Activities covering all domestic Group companies ◆ Held sleep seminar (participation by approx. 350 employees) Activities at individual sites ◆ Sleep seminar for new employees (participation by approx. 40 employees at Shirakawa) ◆ Individual sleep consultations (conducted with 130 employees at the Headquarters); sleep apnea syndrome (SAS) checks (Shirakawa); sleep seminar (Shirakawa and Nagano)
Diet	We are implementing the following initiatives aimed at improving dietary habits and raising health awareness.  Activities at individual sites ◆ Breakfast improvement event (seminar: participation by approx. 180 employees at the Headquarters; collaborative event held with a convenience store) ◆ Nutrition seminar (participation by approx. 30 employees at Shirakawa) ◆ Vegetable intake level measurement (participation by approx. 300 employees at Aomori) ◆ Responsible drinking seminar (participation by approx.70 employees at Shirakawa) ◆ Provision of healthy menu options in employee cafeteria (individual sites)
Smoking	Activities covering all domestic Group companies ◆ Smoking rate as of March 31, 2026: 15.1% (down 0.3 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 healthcare professionals (all sites) ◆ Smoking seminar for new employees (Hinode, Shirakawa, and Nagano) ◆ Three-person team smoking cessation challenge; health and smoking-related senryu (poem) contes (Shirakawa)
Information dissemination and education	Activities covering all domestic Group companies ◆ Regular distribution of health information through in-house portal site 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) 

Item	Activity
	Activities at individual sites ◆ Blood vessel age measurement (participation by approx. 770 employees at Shirakawa; a approx. 260 employees at Aomori) ◆ Distribution of hypertension-prevention videos (participation by approx. 880 employees ◆ Aging-substance measurement session (participation by approx. 580 employees at Aizu ◆ Skin age measurement (participation by 290 employees at Aomori) ◆ Responsible drinking seminar (participation by 120 employees at Olympus Marketing; 7 ◆ Gut health seminar (Shirakawa) ◆ RIZAP health column (distributed monthly at Shirakawa)

Measures concerning Mental Health

Against the backdrop of changing work styles, such as the spread of Activity-Based Working (ABW) and remote work, mental health measures have become an increasingly important issue . In addition to preventive measures such as self-care seminars and line-care seminars, we are working to enhance multifaceted support systems, including counseling by specialists and external organizations and return-to-work support for employees on leave. We also conduct stress checks simultaneously across domestic Group companies aimed at supporting employees' self-care and building workplaces with high psychological safety. The participation rate is maintained at approximately 90% every year, and we reliably follow up with interviews for high-stress individuals.

Self-care	Implementation of mental health education ◆ Self-care e-learning for all employees ◆ Cognitive behavioral therapy and mental toughness seminars ◆ Self-care seminars by medical professionals for new employees ◆ Distribution of mental health newsletters
Line care	Implementation of education/support for administrators ◆ Mental health seminars for administrators by rank (online/in-person) ◆ Mental health seminars for all classes of employees (by video) ◆ Mental health seminars for new employees by rank
Care by industrial health care personnel at business sites	Establishment of consultation services/Implementation of return-to-work support ◆ Industrial physicians and medical professionals stationed at each site are available for consultation by employees and administrators. Implementation of interview with new employees ◆ Implementation of education and one-on-one interviews for all new employees and mid-career hires Implementation of 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	Establishment of a consultation system with psychiatrists, external psychological counselors, etc. ◆ Implementation of counseling by external psychologists by individual case ◆ Implementation of education seminars by external psychologists Provision of external consultation services

Support for Treatment and Continuing to Work

To enable employees on medical leave to focus on the treatment and recuperation they need and return smoothly to the workplace, we take proactive support measures from the perspective of balancing treatment and work, and are working to create an environment in which employees can work with peace of mind. Industrial physicians and medical staff permanently stationed at each site individually prepare return-to-work support plans for employees requiring recuperation, making use of paid leave, flextime, work-at-home, and other systems, and provide close follow-up while confirming their circumstances through interviews and other means.

Women’s Specific Health Support

We are promoting support activities to address women’s specific health issues. Every year, we hold online seminars conducted by external lecturers (physicians) and received high evaluations from participants each time. Through these initiatives we aim to promote greater understanding, and we will continue to actively develop measures focused on women’s health issues going forward.

[Seminar overview (March 2026)]
Topic: Adapting to Change, Maximizing Performance–Skillfully Balancing Women’s Specific Health Issues with Work
Participants in live stream: 45 (the seminar continues to be distributed on-demand after the live stream; viewed by approximately 330 people as of the end of May 2026)

Health Support for Expatriate Employees

As health support for our approximately 150 expatriate employees (as of the end of FY2026), in addition to the statutory health examinations conducted on departure and return to Japan, we have established a system enabling expatriates to undergo regular health examinations during temporary returns to Japan, enhancing both the annual examination and its follow-up. We assign dedicated industrial physicians and medical staff who conduct interviews with all expatriates on departure, regularly check on their health status during their assignment, and are otherwise available for health consultations at any time. Regular health examinations and health consultations are provided not only to the expatriate employees themselves but also to their family members (spouses).

Industrial physicians also make regular visits to our overseas locations, inspecting local living and working environments to identify issues and continuously strengthen our support system.

Meanwhile, with the increase in foreign employees residing in Japan, we are developing health support measures (such as securing medical checkup facilities for foreign employees) with the aim of maintaining their health and ensuring compliance with regulations. We have also put in place, and continue to operate, arrangements to make Japan-specific health measures (such as face-to-face guidance for employees working long hours and stress checks) available to foreign employees, including making relevant materials and processes available in English.

Action on Infectious Diseases

With regard to infectious disease measures, while closely monitoring public epidemic trends, we advance appropriate preventive measures (both individual and company-wide), and have formulated specific guidelines on vaccination and on our response in the event of an outbreak, working to strengthen our management system.

- Implementation of vaccinations for all employees who visit medical institutions in the course of their work duties
- Formulation of guidelines on infection prevention and provision of education to employees
- Formulation of vaccination guidelines and implementation of vaccinations for expatriate employees, their families, and those on overseas business trips
- Partial coverage of expenses for influenza vaccination

Support for Stakeholders

Health promotion for employee families

We believe that, for employees to work with peace of mind, the health of their families is also an important factor. The Health Insurance Association conducts regular health checkups and cancer screenings for dependents on the same basis as for employees (at the Health Insurance Association's expense) and continues working to raise the uptake rate. The Health Insurance Association also regularly sends health-related information to employees' homes through newsletters and other materials, promoting awareness-raising activities that include family members.

Health promotion for partner companies

With the aim of promoting health promotion activities among our partner companies, we conduct surveys on the status of their initiatives. We recognize that the health of workers is important for creating better products and services, and. We also regularly hold first-aid training sessions for external service providers stationed on-site, and we work together with them to raise health and safety awareness.

External Certification

Certified Health and Productivity Management Outstanding Organization Certification

Olympus Corporation and its domestic Group companies have been certified as “Certified Health and Productivity Management Outstanding Organizations 2026” by the Ministry of Economy, Trade and Industry and the Nippon Kenko Kaigi, in recognition of their practice of “health and productivity management” in collaboration with the Health Insurance Association.
Olympus Corporation has been certified as a particularly outstanding organization in the Certified Health and Productivity Management Outstanding Organization (White 500) program for ten consecutive years since 2017. Olympus Marketing Corporation and Aizu Olympus Corporation have been certified as Certified Health and Productivity Management Outstanding Organizations for seven consecutive years. Aomori Olympus Corporation and Shirakawa Olympus Corporation were certified as Certified Health and Productivity Management Outstanding Organizations for the first time in 2026.



Olympus



Olympus Marketing
Aizu Olympus Corporation
Shirakawa Olympus Corporation
Aomori Olympus Corporation

- Olympus Certified as a 2026 White 500 Company for Outstanding Health and Productivity Management for the 10th Consecutive Year (Only in Japanese)
- Ministry of Economy, Trade and Industry (METI) Certified Health & Productivity Management Outstanding Organizations Recognition Program (Only in Japanese)

Sports Yell Company Certification

Olympus Corporation has been certified for two consecutive years as a “Sports Yell Company (Bronze)” by the Japan Sports Agency, in recognition of its proactive efforts to promote and support sports activities for the health of its employees. In particular, initiatives that take employee health into consideration, such as addressing the lack of exercise resulting from lifestyle changes since the COVID-19 pandemic, were highly evaluated. In addition, among domestic Group companies, Olympus Marketing Corporation received Bronze certification for two consecutive years, and Shirakawa Olympus Corporation was certified as a Sports Yell Company for the first time in 2026.



Olympus Corporation
Olympus Marketing



Shirakawa Olympus Corporation

Shokuiku Practice Outstanding Organization and Smart Meal Certification

Shirakawa Olympus Corporation, a domestic Group company, promotes initiatives to provide healthy meals to employees and improve their dietary habits. In FY2024 the Company obtained Smart Meal certification, and in recognition of these efforts was certified as a Shokuiku Practice Outstanding Organization 2026 for the first time.





› About the Shokuiku Practice Outstanding Organization Recognition Program: Ministry of Agriculture, Forestry and Fisheries

Activity Results

Category	Contents			Outcomes			Target
				Unit	FY2025	FY2026	FY2028
Absenteeism[*1]				Days per person/year	1.53	1.63	＜2
Presenteeism[*2]				%	7.5	7.9	＜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	%	16.5	16.8	＜12
			Blood lipids	%	28.7	25.0	＜25
			Blood sugar	%	6.7	6.6	＜5
		Rate of follow-up interviews		%	17.8	15.3	Improve from the previous year
		Rate of implementation of follow-up interviews		%	99.1	99.6	Improve from the previous year
		Rate of detailed examination uptake[*3]		%	77.3	82.2	Improve from the previous year
		Rate of treatment continuation among high-risk individuals[*3]		%	78.9	80.0	Improve from the previous year
	Cancer screening	Stomach cancer		%	85.7	86.3[*5]	90＜
		Colorectal cancer		%	82.5	82.9[*5]	90＜
		Breast cancer		%	84.0	77.7[*5]	75＜
		Uterine cancer		%	78.8	72.0[*5]	72＜

Category	Contents		Outcomes		Target
			Unit	FY2025	FY2026	FY2028
Creating Healthy Habits	Average number with five healthy habits*4		Persons	3.4	3.4	4 <
Mental health	Stress checks	Rate of taking of stress checks	%	88.9	91.4	Improve from the previous year
		Rate of employees with high stress	%	17.1	16.2	<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			%	+7.2	+0.4	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 Scope: Employees on Olympus Corporation's own payroll

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

*5 Provisional figures

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, we conducted a human rights impact assessment on the entire Olympus Group. In FY2023, in light of regulatory trends in different countries, we conducted a human rights impact assessment at a site in Japan that manufactures medical devices. We worked with BSR on both of these initiatives.

Based on the results of these human rights assessments, Olympus provides the Olympus Group Human Rights Guidelines, which is intended as a tool to which Olympus Group members can refer. Further, the Self-Assessment Questionnaire (SAQ), was launched in FY2024 as an annual systematic survey for managing and monitoring human rights issues in the Company. 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 survey results confirmed that each company properly manages the above human rights categories in compliance with local laws and regulations in its respective country.

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%). Other initiatives designed to raise employee awareness of human rights include issuing a CHRO message on respecting human rights to mark World Human Rights Day (December 10) and publishing an interview with an executive on human rights initiatives.

In the future, the Olympus Group will continuously implement initiatives designed to respect human rights not just within the Olympus Group, but also throughout the supply chain. Not limiting ourselves to legal compliance, we work to consistently deepen and enhance these initiatives.

Initiatives with Suppliers

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

› Procurement

Olympus Integrity Line

Olympus offers a global reporting system, known as the Olympus Integrity Line, which is available to all employees, external business partners, and other third parties who wish to report a concern. The following page provides details on this initiative.

› Whistleblowing System

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 CO_2 emissions from our suppliers, as well as asking 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

Supplier Survey and Improvement Activities

In FY2024, Olympus upgraded its annual supplier surveys to a more comprehensive and globally standardized BCP and ESG assessment process in collaboration with a leading supply chain risk management solution provider. At the end of FY2025, Olympus conducted online BCP and ESG assessments of approximately 1,500 suppliers globally.
In FY2026, Olympus continues to analyze supplier assessment results to identify higher-risk suppliers that may require additional follow-up, including on-site reviews and corrective guidance where appropriate. These activities support our efforts to strengthen supplier risk management, business continuity, and supply chain resilience.

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 Proper Transactions Act

Olympus regards the Proper Transactions 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 Proper Transactions Act, the Company-wide Proper Transactions 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 91% 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.

1. Priority Areas and Activities

Our Corporate Citizenship Activities including charitable donations and grants are carried out globally and locally, focusing on “Medicine and Health” or “Science and Technology” area. 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 based on CSR. 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/Grants

We provide monetary and/or in-kind support as charitable donations/grants to independent organizations for education and research activities related to “Medicine and Health” or “Science and Technology.”
We also 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) Compliance with Legal Regulations and Social Norms

We will fully comply with both Japanese and non-Japanese law and industry guidelines in respect to charitable donations and grants.

(3) Rules and Organizational Systems

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

4. Information Disclosure

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: 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 made to NPOs working against colorectal cancer in each region based on the number of employees who take part in the photo shoot.



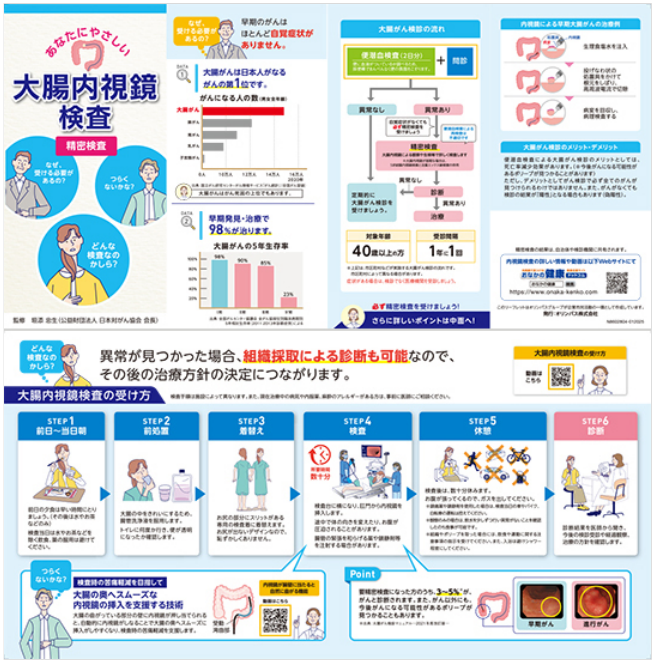
Japan: Promoting Cancer Awareness Activities to Improve the Rate of Gastric and Colorectal Cancer Screenings

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 through early detection and treatment. Our goal is to have many citizens have a correct understanding of cancer, get many people to check for cancer on a regular basis for early detection and treatment, and have people with suspected cancer undergo detailed cancer examination.

Encouraging Cancer Screening in Cooperation with Local Governments

In Japan, public health care administrations conduct public cancer screening for residents. 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, we are 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-Kenko.com"

Olympus operates the website "Onaka-Kenko.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 largely revamped the Onaka-Kenko 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-Kenko.com

Cancer Education Activities "Endoscope Class" for Students

Olympus provides "Endoscope Class" at junior and senior high schools in Tokyo, where lectures on the importance of early detection and treatment of cancer, endoscopes, and experience of endoscopy are conducted.
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 how endoscopes contribute 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

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

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





Colorectal Cancer Awareness Month

Colorectal Cancer (CRC) Month brings OCA and the broader Olympus global community together in a shared commitment to patient safety and CRC awareness.

Through the Olympus Global Dress in Blue program, we join colleagues all over the world to recognize the importance of colonoscopies and early detection by sharing our Dress In Blue photos and donating to Colorectal Cancer non-profits in the regions where we live and work. This year, OCA recognized Worldclass Foundation with a $5,000 donation to their colonoscopy fund, awarding at-risk patients who have little or no insurance the opportunity to have a colonoscopy.

And together, OCA colleagues from key departments sat down with three employee Colorectal Cancer patients to discuss the disease, the need for awareness and early detection, and everything Olympus is doing to help decrease the number of deaths from colorectal cancer.





EMEA (Europe, Middle East & Africa): Cancer Awareness Activities

Staircase Challenge for Lung Cancer Awareness Month

For the fourth year in a row, Olympus employees in Germany, Switzerland, Austria and Czech Republic 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 140.391 steps were climbed in FY2026, and a total of €20.000 was donated to support the Hamburg Cancer Societies. This organization accompanies cancer patients and their families for treatments, promote cancer research in Hamburg, 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 FY2026, more than 100 Olympus employees and 36 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 NPOs in order to make a meaningful and effective contribution to beneficiaries. The purpose of our initiatives for employees as important stakeholders is to raise awareness of and draw attention to the importance of information and knowledge on screening and early detection, and we regularly provide educational communication and activities about colorectal cancer for employees.

Cancer Awareness for Employees

In September 2025, Olympus in Czech Republic organized activities at Olympus site focused on promoting the health of our employees. The event was called Health Week, and over the course of five workdays, our colleagues had access to various screening stations where, after registering in advance, they could undergo examinations to assess their current health status. Staff at each station then provided our colleagues with specific recommendations for taking the next steps toward a healthy lifestyle.

Olympus Medical Devices Awareness Workshops for Students of Local Schools (Primary/High/University)

From May to December 2025, Olympus in Czech Republic organized eight workshops targeting various groups in the Přerov area. The goal of the workshops was to show people in the region what Olympus does and to raise awareness so that they would not be afraid to undergo screenings and receive treatment with products that could save their lives. The events were aimed at both children and adults, and the demonstrations took an interactive form that helped popularize an often overlooked aspect of human health prevention and the early detection of dangerous diseases.

› Healthcare - Social Responsibility - Olympus EMEA





China: Cancer Awareness Project

Digestive Tract Cancers Awareness Campaign

In FY2026, a total of 12 healthcare lectures were held in 12 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.

› 奥林巴斯中国-OLYMPUS中国官方网站



Consultation



Healthcare Lecture

Medical Student Education Project

Olympus, in collaboration with the China Education Support Program, 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 to healthcare. They strive to popularize cancer awareness and treatment of digestive diseases, thereby enhancing health awareness amongst rural residents.





Korea: Supporting Initiatives for Cancer Survivors

"Going-on" Campaign

Despite the increase of the cancer survival rate with 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", "Going-on Talk", and “Going-on Hope Trip”.

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.
6. Going-on Hope Trip: Cancer survivors to experience emotional healing through collaborative art workshops with artists during a two-day, one-night retreat. After the program, an exhibition is held to raise public awareness of cancer and share participants’ stories with the community.

› 올림푸스 (olympus.co.kr)



Going-on Diary



Going-on Concert



Going-on Walk



Going-on Studio



Going-on Talk



Going-on Hope Trip

Related Links



Supporting cancer survivors to live fulfilling lives: The "Going-on Campaign" in South Korea

Olympus Korea engages in corporate social responsibility initiatives to support patients who have experienced cancer. Through programs such as creative activities, volunteering, and psychological counseling, the campaign aims to provide emotional support to patients and eliminate social prejudice against cancer survivors.

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*
FY2026	1,352	269,774,961 yen

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

◆ Charitable Donation Results

August 5, 2026 › Olympus Donates for the 2026 Kumamoto Earthquake Relief

May 7, 2025 › "Dress in Blue" Colorectal Cancer Awareness Campaign

January 10, 2024 › Olympus Donates for the 2024 Noto Peninsula Earthquake Relief

「社会」データ　Social Data

2026年9月30日更新
Updated September 30, 2026

※各年度の数値は、定義の見直し等により、過去の開示情報から変更されている場合があります
*Figures for each fiscal year are subject to change from past disclosures due to revision of definitions, etc.
※2023年3月期までのデータには、2023年4月3日付けで譲渡した科学事業分の数値が含まれています
*Data up to FY2023 includes figures for the science business transferred on April 3, 2023

従業員関連データ　Employee Data

従業員数　Number of employees

			単位 Unit	2022年3月期 FY2022	2023年3月期 FY2023	2024年3月期 FY2024	2025年3月期 FY2025	2026年3月期 FY2026
グローバル Global			名 Persons	31,557	32,805	28,838	29,297	28,138
オリンパス Olympus Corporation			名 Persons	3,478	2,727	3,037	2,695	2,696
正社員 Full-time employees				2,995	2,319	2,834	2,494	2,469*
	男性 Men	計 Total		2,359	1,727	2,001	1,699	1,667
		～20代 20s and younger		229	147	175	127	125
		30代 30s		480	372	474	418	396
		40代 40s		680	509	612	557	555
		50代～ 50s or older		970	699	740	597	591
	女性 Women	計 Total		636	592	833	795	795
		～20代 20s and younger		86	65	87	77	69
		30代 30s		219	221	263	241	243
		40代 40s		229	212	301	294	289
		50代～ 50s or older		102	94	182	183	194
正社員以外 Excluding full-time				483	408	239	201	227
	男性 Men	計 Total		234	189	209	178	197
		～20代 20s and younger		35	28	0	0	0
		30代 30s		55	50	2	1	1
		40代 40s		76	57	1	2	1
		50代～ 50s or older		68	54	206	175	195
	女性 Women	計 Total		249	219	30	23	30
		～20代 20s and younger		26	23	1	0	0
		30代 30s		49	41	2	1	1
		40代 40s		94	84	5	3	1
		50代～ 50s or older		80	71	22	19	28

＊合計人数には、性別が「Undeclared」または「Unknown」の従業員を含むため、男女別内訳の合計と差異があります。
*Differences in totals arise because the total number of employees includes employees classified as “Undeclared” or “Unknown.”

日本地域グループ会社* Group companies in Japan*				9,379	10,192	8,668	8,725	8,632
正社員 Full-time employees				6,854	7,839	7,362	7,462	7,441
	男性 Men	計 Total		4,910	5,765	5,347	5,358	5,256
		～20代 20s and younger		1,128	1,129	986	920	914
		30代 30s		1,502	1,681	1,672	1,621	1,483
		40代 40s		1,325	1,625	1,530	1,601	1,627
		50代～ 50s or older		955	1,330	1,159	1,216	1,232
	女性 Women	計 Total		1,944	2,074	2,015	2,104	2,185
		～20代 20s and younger		734	706	633	619	625
		30代 30s		620	632	642	662	659
		40代 40s		435	518	510	541	573
		50代～ 50s or older	名 Persons	155	218	230	282	328
正社員以外 Excluding full-time				2,525	2,353	1,306	1,263	1,191
	男性 Men	計 Total		1,394	1,226	464	442	463
		～20代 20s and younger		284	166	56	41	35
		30代 30s		500	397	138	145	128
		40代 40s		324	307	71	67	65
		50代～ 50s or older		286	356	199	189	235
	女性 Women	計 Total		1,131	1,127	842	821	728
		～20代 20s and younger		181	126	77	55	54
		30代 30s		410	401	302	276	229
		40代 40s		383	409	313	299	263
		50代～ 50s or older		157	191	150	191	182

＊日本地域の連結子会社（2026年3月期はオリンパスメディカルシステムズ、オリンパスマーケティング、長野オリンパス、会津オリンパス、青森オリンパス、白河オリンパス、ティーメディクス、オリンパスサポートメイトの8社：他年度の社数および社名は各年度のレポートを参照ください）

* In FY2026, 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.

外国籍社員数　Number of foreign employees

		単位 Unit	2022年3月期 FY2022	2023年3月期 FY2023	2024年3月期 FY2024	2025年3月期 FY2025	2026年3月期 FY2026
オリンパス Olympus Corporation		名 Persons	40	53	58	67	103*
	男性　Men		24	33	35	41	62
	女性　Women		16	20	23	26	34
日本地域グループ会社 Group companies in Japan			35	35	31	35	36
	男性　Men		22	22	19	22	23
	女性　Women		13	13	12	13	13
役員比率 Ratio of top management positions		%	—	—	43.0	50.0	45.5
上位管理職比率 Ratio of senior management positions			—	—	21.0	31.1	40.4

＊合計人数には、性別が「Undeclared」または「Unknown」の従業員を含むため、男女別内訳の合計と差異があります。

*Differences in totals arise because the total number of employees includes employees classified as “Undeclared” or “Unknown.”

高齢者再雇用数（定年後雇用者数）　Number of reemployed retired workers

	単位 Unit	2022年3月期 FY2022	2023年3月期 FY2023	2024年3月期 FY2024	2025年3月期 FY2025	2026年3月期 FY2026
オリンパス Olympus Corporation	名 Persons	157	166	221	183	214
日本地域グループ会社 Group companies in Japan		—	178	225	179	236

平均勤続年数　Average number of years of services

	単位 Unit	2022年3月期 FY2022	2023年3月期 FY2023	2024年3月期 FY2024	2025年3月期 FY2025	2026年3月期 FY2026
オリンパス Olympus Corporation	年 Years	14.32	13.85	13.88	13.53	15.74
日本地域グループ会社 Group companies in Japan		—	—	10.12	10.88	11.63

離職者数　Number of staff leaving

		単位 Unit	2022年3月期 FY2022	2023年3月期 FY2023	2024年3月期 FY2024	2025年3月期 FY2025	2026年3月期 FY2026
オリンパス Olympus Corporation	離職総数	名 Persons	1,389	237	373	273	321
	うち自主離職総数 Of which number of voluntary leavers Total		230	105	199	166	142
	男性　Men		—	—	142	137	107
	女性　Women		—	—	57	29	35
日本地域グループ会社 Group companies in Japan	離職総数	名 Persons	417	388	275	309	317
	うち自主離職総数 Of which number of voluntary leavers Total		260	257	188	239	199
	男性　Men		—	—	115	170	127
	女性　Women		—	—	73	69	72

障がい者　Employees with disabilities

		単位 Unit	2022年3月期 FY2022	2023年3月期 FY2023	2024年3月期 FY2024	2025年3月期 FY2025	2026年3月期 FY2026
オリンパス特例グループ8社* 8 special-purpose subsidiaries of Olympus Group*	雇用率 Employment rates (%)	%	2.58	2.78	2.85	2.89	2.92
	雇用数 Number of employed workers	名 Persons	274	263	266	269	277

＊ オリンパス、オリンパスメディカルシステムズ、オリンパスマーケティング、長野オリンパス、会津オリンパス、青森オリンパス、白河オリンパス、オリンパスサポートメイト

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

各項目における女性比率　Ratio of females in each category

		単位 Unit	2022年3月期 FY2022	2023年3月期 FY2023	2024年3月期 FY2024	2025年3月期 FY2025	2026年3月期 FY2026
グローバル Global	従業員全体 All employees	%	—	—	38.4	41.3	41.9
	役員層 Top management positions		—	—	16.1	16.7	12.1
	管理職*1 Management positions*1		—	—	25.4	27.7	27.1
	初級管理職*2 Junior management positions*2		—	—	22.0	24.2	36.5
	売上創出部門の管理職 Management positions in revenue-generating functions		—	—	20.5	21.2	22.1
	STEM関連部門 STEM-related positions		—	—	17.5	18.7	20.1
オリンパス*3 Olympus Corporation*3	従業員全体 All employees		—	—	19.5	23.4	24.1
	管理職 Management positions		6.0	7.2	9.1	10.1	11.9
日本地域グループ会社 Group companies in Japan	従業員全体 All employees		—	—	33.6	42.4	42.6
	管理職 Management positions		—	—	8.9	9.1	10.5

＊1 一定の責任レベルにある管理職相当のポジションを含む

*1 Includes management-equivalent positions with equivalent levels of responsibility.

＊2 2026年3月期より、各地域共通の「管理職初級グレード」を基準として集計しています。

*2 From the fiscal year ended March 2026, figures are calculated based on a standardized entry-level managerial grade across all regions.

＊3 2024年3月期以降はオリンパスおよびオリンパスメディカルシステムズに所属する従業員。

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

育児関連　Childcare leave

			単位 Unit	2022年3月期 FY2022	2023年3月期 FY2023	2024年3月期 FY2024	2025年3月期 FY2025	2026年3月期 FY2026
オリンパス * Olympus Corporation*	取得率 Rate	男性 Men	%	41.3	70.2	88.0	98.2	101.4
		女性 Women		100.0	94.0	100.0	94.0	97.3
	取得期間 Period	男性 Men	日 Days	41.1	26.5	53.9	59.6	66.8
		女性 Women		367.4	354.1	354.1	312.8	386.1
日本地域グループ会社 Group companies in Japan	取得率 Rate	男性 Men	%	—	—	79.2	96.6	95.7
		女性 Women		—	—	98.0	97.0	93.8

＊ 2024年3月期以降はオリンパスおよびオリンパスメディカルシステムズに所属する従業員。

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

働き方　Workstyle

			単位 Unit	2022年3月期 FY2022	2023年3月期 FY2023	2024年3月期 FY2024	2025年3月期 FY2025	2026年3月期 FY2026
オリンパス Olympus Corporation	月平均時間外労働時間[*1 *2] Monthly average overtime hours[*1 *2]		時間 Hours	7.90	8.53	10.52	14.66	17.43
	年次有給休暇[*3] Paid leave[*3]	取得日数 Average number of days	日 Days	12.4	13.6	14.3	14.1	13.9
		取得率 Usage rate	%	—	—	72.9	72.0	69.5
	在宅勤務制度利用者[*3] Work-from-home system users[*3]		名 Persons	3,478	2,727	5,280	5,671	5,365
日本地域グループ会社 Group companies in Japan	月平均時間外労働時間[*2] Monthly average overtime hours[*2]		時間 Hours	5.67	9.50	12.17	12.22	12.11
	年次有給休暇 Paid leave	取得日数 Average number of days	日 Days	11.0	12.7	13.3	13.8	14.2
		取得率 Usage rate	%	—	—	68.9	72.6	73.9
	在宅勤務制度利用者 Work-from-home system users		名 Persons	6,974	8,433	4,396	4,268	4,122

＊1 2025年3月期以降はオリンパスおよびオリンパスメディカルシステムズに所属する従業員。

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

＊2 2023年3月期までは年間平均時間外労働時間から算出しているため、計算方法が異なります。

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

＊3 2024年3月期以降はオリンパスおよびオリンパスメディカルシステムズに所属する従業員。

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

採用　Recruitment

		単位 Unit	2022年3月期 FY2022	2023年3月期 FY2023	2024年3月期 FY2024	2025年3月期 FY2025	2026年3月期 FY2026
オリンパス Olympus Corporation	採用数 計 Number of newly employed	名 Persons	241	243	322	236	243
	新卒：男性 New graduates: Male		—	—	34	51	78
	新卒：女性 New graduates: Female		—	—	18	27	31
	キャリア採用：男性 Mid-career hires: Male		—	—	201	114	74
	キャリア採用：女性 Mid-career hires: Female		—	—	69	44	60
	採用した労働者に占める女性比率 Ratio of female workers hired	%	—	—	27.0	30.0	37.4
	採用における競争倍率 Ratio of competition in recruitment	倍 No. of times	—	—	32.7	40.0	—
	男性　Men		—	—	33.3	42.1	—
	女性　Women		—	—	31.2	35.1	—
	新卒全体 New graduates all		—	—	—	—	101.8
	男性　Men		—	—	—	—	93.7
	女性　Women		—	—	—	—	122.1
	キャリア採用全体 Mid-career hires all		—	—	—	—	25.1
	男性　Men		—	—	—	—	27.4
	女性　Women		—	—	—	—	20.5
	採用社員定着率 入社者全体[*1] Job retention rate All[*1]	%	82.5	79.3	89.5	83.1	76.4
	男性　Men		89.3	78.8	89.3	90.3	72.6
	女性　Women		69.2	80.6	89.8	66.0	85.4
	新卒入社者[*2] New graduates[*2]		91.6	84.4	92.9	95.6	90.4
日本地域グループ会社 Group companies in Japan	採用数 計 Number of newly employed	名 Persons	281	158	139	177	236
	採用社員定着率 入社者全体[*1] Job retention rate All[*1]	%	88.8	81.5	80.9	88.3	89.5
	男性　Men		91.0	83.0	89.1	83.7	93.7
	女性　Women		86.5	80.6	71.3	93.3	85.2
	新卒入社者[*2] New graduates[*2]		93.0	87.1	86.8	93.4	93.6

＊1 2025年3月期のデータは、2022年4月～2023年3月入社者（新卒、中途含む）のうち、2025年3月末時点で在籍している従業員（正社員）の割合

*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 2025年3月期のデータは、2022年4月入社の新卒社員数のうち、2025年3月末時点での在籍者数の割合

*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

平均年間給与　Average annual salary

	単位 Unit	2022年3月期 FY2022	2023年3月期 FY2023	2024年3月期 FY2024	2025年3月期 FY2025	2026年3月期 FY2026
オリンパス Olympus Corporation	円 Yen	—	9,652,126	10,410,683	10,459,502	10,056,995

労働者の男女の賃金の差異　Wage gap between male and female employees

		単位 Unit	2022年3月期 FY2022	2023年3月期 FY2023	2024年3月期 FY2024	2025年3月期 FY2025	2026年3月期 FY2026
オリンパス Olympus Corporation	全労働者 All employees	%	—	70.7	77.1	71.4	74.6
	正規雇用労働者 Full-time employees		—	70.5	76.4	70.4	74.7
	パート・有期労働者 Part-time and fixed-term employees		—	64.3	72.0	70.6	63.4

労働組合＊　Labor union*

労働組合* Labor union*		単位 Unit	2022年3月期 FY2022	2023年3月期 FY2023	2024年3月期 FY2024	2025年3月期 FY2025	2026年3月期 FY2026
オリンパス Olympus Corporation	組合員数 Number of union members	名 Persons	—	4,636	4,571	4,453	4,390
	加入率 Enrollment rate	%	—	69	68	68	67

＊ 労働組合には管理職を除く全従業員（正社員）が加入しています。

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

人的資本の投下資本利益率（ROI）　Human Capital Return on Investment (ROI)

		単位 Unit	2022年3月期 FY2022	2023年3月期 FY2023	2024年3月期 FY2024	2025年3月期 FY2025	2026年3月期 FY2026
グローバル Global	売上高(a) Revenue (a)	百万円 Million yen	868,867	881,923	925,752	997,332	1,010,676
	営業費用(b) Operating expenses (b)		405,399	420,547	466,758	495,654	507,080
	従業員関連費用(c)（給与・賞与・諸手当） Employee-related costs (c) (Salary, bonuses and other benefits)		227,191	230,325	261,625	283,753	300,114
	人的資本の投下資本利益率(a-(b-c))/(c) Human Capital Return on Investment (a-(b-c))/(c)	%	3.0	3.0	2.8	2.8	2.7

能力開発研修　Employee Development Training

		単位 Unit	2022年3月期 FY2022	2023年3月期 FY2023	2024年3月期 FY2024	2025年3月期 FY2025	2026年3月期 FY2026
グローバル Global	一人あたり研修時間 Training hours per employee	時間 Hours	—	—	12.4	16.6	20.7
オリンパス Olympus Corporation	一人あたり研修時間 Training hours per employee	時間 Hours	—	—	15.5	19.8	12.0
	一人あたり研修費用 Training costs per employee	円 Yen	—	—	103,437	80,997	43,932

「社会」データ　Social Data

2026年9月30日更新
Updated September 30, 2026

※各年度の数値は、定義の見直し等により、過去の開示情報から変更されている場合があります
*Figures for each fiscal year are subject to change from past disclosures due to revision of definitions, etc.
※2023年3月期までのデータには、2023年4月3日付けで譲渡した科学事業分の数値が含まれています
*Data up to FY2023 includes figures for the science business transferred on April 3, 2023
※★印のデータについては、第三者保証を受けています
* ★ indicates data that has received a third-party assurance.

＞環境・社会データに関する第三者保証書／算定基準一覧表
＞Independent Assurance Statement Related to Environmental and Social Data/List of Calculation Standards

労働安全衛生　Occupational Safety and Health

集計範囲は下記の通りです。
日本：オリンパス株式会社および日本の全ての連結グループ会社
米州：地域統括会社Olympus Corporation of the Americasと主要関係会社
欧州：地域統括会社Olympus Europa SE & Co. KGと主要関係会社（販売子会社を除く）
中国：地域統括会社Olympus (China) Co., Ltd.と主要関係会社
アジア・オセアニア：主要製造拠点および主要関係会社
※2022年3月期までのデータには、2023 年 4 月 3 日付けで譲渡した科学事業分の数値が含まれています

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.

外部認証取得サイト一覧（労働安全衛生マネジメントシステム）　External Certification (Occupational Safety and Health Management Systems)

法人／サイト Companies/Sites	認証 Certification	取得年 Year of Certification
青森オリンパス Aomori Olympus	JISHA方式適格OSHMS＊ JISHA OSHMS Standards*	2009
会津オリンパス Aizu Olympus	JISHA方式適格OSHMS＊ JISHA OSHMS Standards*	2011
Olympus Trading (Shanghai) Limited	安全生産標準化企業認定 Certified as Safe Production Standardized Company	2015
白河オリンパス Shirakawa Olympus	ISO 45001	2020
KeyMed (Medical & Industrial Equipment) Ltd.	ISO 45001	2020
Olympus Iberia S.A.U.	ISO 45001	2021

＊ 中央労働災害防止協会が実施しているJISHA方式適格OSHMS基準に適合している事業場を評価認証機関が認証する制度
* Certification bodies certify sites that comply with the JISHA OSHMS Standards certification conducted by the Japan Industrial Safety & Health Association

労働災害死亡者数（名）＊　Number of Fatalities*

	2022年3月期 FY2022	2023年3月期 FY2023	2024年3月期 FY2024	2025年3月期 FY2025	2026年3月期 FY2026
グローバル　Global	0 (0)	0 (0)	0 (0)	0 (0)	0 (0)★
日本　Japan	0 (0)	0 (0)	0 (0)	0 (0)	0 (0)★
米州　Americas	0 (0)	0 (0)	0 (0)	0 (0)	0 (0)★
欧州　Europe	0 (0)	0 (0)	0 (0)	0 (0)	0 (0)★
中国　China	0 (0)	0 (0)	0 (0)	0 (0)	0 (0)★
アジア・オセアニア　Asia/Oceania	0 (0)	0 (0)	0 (0)	0 (0)	0 (0)★

★：第三者検証における保証対象指標
★ Indexes certified by external assurance.
＊ 表中の左側の数値は直接雇用従業員の死亡者数、括弧内の数字はコントラクター（派遣従業員）の死亡者数を示す
* Figures indicates employees

休業災害件数（件）＊　Number of Lost Time Injuries*

	2022年3月期 FY2022	2023年3月期 FY2023	2024年3月期 FY2024	2025年3月期 FY2025	2026年3月期 FY2026
グローバル　Global	27	31	27	32	41★
日本　Japan	2	6	3	1	5★
米州　Americas	12	2	8	5	7★
欧州　Europe	9	18	15	19	26★
中国　China	2	1	0	0	0★
アジア・オセアニア　Asia/Oceania	2	4	1	7	3★

★：第三者検証における保証対象指標
★ Indexes certified by external assurance.
＊ 直接雇用従業員が対象
* Figures indicates employees

直接雇用従業員の休業災害（1日以上）度数率＊［LTIFR］　Lost Time Injuries (of one day or more) Frequency Rate* of Employees［LTIFR］

	2022年3月期 FY2022	2023年3月期 FY2023	2024年3月期 FY2024	2025年3月期 FY2025	2026年3月期 FY2026
グローバル　Global	0.56	0.66	0.58	0.68	0.87 ★
日本　Japan	0.08	0.27	0.13	0.05	0.23 ★
米州　Americas	1.13	0.22	0.86	0.49	0.68 ★
欧州　Europe	1.26	2.33	2.17	2.58	3.39 ★
中国　China	1.91	0.28	0.00	0.00	0.00 ★
アジア・オセアニア　Asia/Oceania	0.46	0.92	0.23	1.65	0.69 ★

★：第三者検証における保証対象指標

★ Indexes certified by external assurance.

＊ 休業災害度数率：100万労働時間あたりの休業災害件数を示す

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

コントラクターの休業災害（1日以上）度数率＊［LTIFR］　Lost Time Injuries (of one day or more) Frequency Rate of Contractors*［LTIFR］

	2022年3月期 FY2022	2023年3月期 FY2023	2024年3月期 FY2024	2025年3月期 FY2025	2026年3月期 FY2026
日本　Japan	0.76	0.40	0.69	0.29	1.47 ★

＊ オリンパス株式会社および日本の全ての連結グループ会社の派遣従業員が対象
休業災害度数率：100万労働時間あたりの休業災害件数を示す

* 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

Corporate Governance

Basic Policy for Corporate Governance (PDF: 112.4KB)

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 September 29, 2026） (PDF: 1.1MB)

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.

Basic Policy on Internal Control pursuant to the Companies Act of Japan (PDF: 148.3KB)

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

Olympus works with suppliers as important business partners in support of our purpose of making people's lives healthier, safer, and more fulfilling. We share the Olympus Global Third Party Code with suppliers globally, which sets out our expectations regarding compliance with applicable laws and regulations, ethical business conduct, respect for human rights, and environmental responsibility.

Our Global Procurement ESG strategy focuses on responsible supply chain management through the following priorities::

- Supply chain resilience
  Strengthen visibility into multi-tier supplier risks and improve our ability to identify, assess, and mitigate potential supply chain disruptions.
- Human rights and responsible business conduct
  Promote supplier awareness of and alignment with the Olympus Global Third Party Code and ESG and human rights risk monitoring within our supply chain.
- Environmental supplier management
  Ascertain supplier CO_2 emissions and work with suppliers to improve emissions transparency. We also encourage suppliers to set science-based greenhouse gas reduction targets that support Olympus' broader climate goals.

* 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 Global Code of Conduct 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 upholds the highest standards of business integrity in all our relationships. The Chief Executive Officer (CEO) is ultimately responsible for compliance with applicable laws and regulations within the business operations of Olympus Group. The Global Chief Compliance Officer (GCCO), reporting into the Global General Counsel, is responsible for the Compliance Management System within Olympus Group.

The Board of Directors and its Audit Committee receive periodic reports on compliance activities from the CEO, the GCCO and other key leaders as needed. The GCCO is responsible for all compliance activities across the Olympus Group. The GCCO works with the Regional Chief Compliance Officers and other members of their global leadership team to operationalize the Olympus Group's Compliance Management System based on current best practices. In FY2025, the Legal Function and the Governance, Risk and Compliance Function (GRC) were combined into a single organizational team, now known as the Legal, Risk and Compliance Function (LRC), under the leadership of the Global General Counsel. This enhanced LRC Function and organizational design, effective October 1, 2024, improve collaboration among these subfunctions, create a more streamlined and effective team, and further strengthen risk management across the Olympus Group.

Compliance Management System (As of October 1, 2024)



Initiatives

Compliance with Laws and Regulations

In FY2026 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 FY2026, improvements included a strategic focus on continuing to enhance the Global Internal Investigations Committee's oversight capabilities through improved reporting, as well as enhanced cross-functional training to strengthen investigation skills and improve the management of reported concerns.

› 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 FY2026, Olympus received 606 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 FY2026, 48% 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 following provides an overview of the training courses and communications delivered globally by our Compliance Function in FY2026.

e-Learnings

◊ Core Ethics & Compliance

In FY2026, 57,828 required Core e-Learning Assignments were deployed globally across our Global Code of Conduct and Anti-Bribery programs, reinforcing consistent compliance standards across all regions. These programs achieved a 98% overall completion rate, equipping employees to make informed, timely decisions and operate with confidence while meeting legal and regulatory requirements. A 93% on-time completion rate reflects disciplined execution and strong employee commitment to understanding company requirements.
Global, structured training and communications strengthen our culture, support responsible risk-taking, and build capability for ethical decision-making across the organization.

◊ Emerging & Specialized Risk Programs

In FY2026, 40,372 Risk E-Learning Training Assignments were deployed across AI Literacy, Insider Trading, and Privacy for HR topics, expanding governance beyond core compliance into emerging and specialized risk domains. A 93% overall completion rate reflects strong organizational adoption of these newly introduced areas, reinforcing capability building in priority risk topics. All trainings were delivered in 17 languages, ensuring consistent global standards. Additionally, in Q4 FY2026, we initiated structured feedback collection to enable continuous quality improvement and further strengthen learning effectiveness.

Instructor-Led Training

Compliance Management	**175 instructor-led sessions conducted.** Focused on ethical standards, Anti-Bribery and Anti-Corruption requirements, and practical case discussion. **2,706 participants engaged.** Supporting operational compliance awareness across functions.
HCPO Interactions	**87 instructor-led sessions conducted.** Addressing healthcare professional engagement standards and interaction-related risk scenarios. **2,262 participants engaged.** Strengthening compliant conduct in sensitive commercial environments.
Third-Party Risk Management	**21 instructor-led sessions conducted.** Focused on strengthening risk awareness among Olympus employees and external third parties, reinforcing responsible conduct in partner relationships. **3,772 participants engaged.** Enhancing accountability in partner and supplier relationships.
Privacy	**33 instructor-led sessions conducted.** Focused on regulatory data privacy requirements and applied risk scenarios. **1,997 participants engaged.** Reinforcing practical privacy compliance in day-to-day operations.

Communications

◊ Leadership Engagement & Speak-Up

Integrity Month (IM) was launched with a CEO and GCCO message and was reinforced through campaign visuals displayed on about 16,961 Windows lock screens. Related GIH News and Viva Engage posts generated 32,637 views since October. Live events - during IM and throughout the fiscal year - engaged 13,645 participants, strengthening dialogue and governance alignment across regions.



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 (PDF: 8.0MB)
- 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 accordance with the "Rules for Insider Information Management," we are committed to centralizing material non-public information within the Olympus Group, determining whether certain information qualifies as material non-public information, and appropriately managing such information. In addition, the “Insider Trading Prohibition Rules” and their detailed rules explicitly prohibit the trading of stocks while possessing material non-public information, and continuous education and training is provided to Olympus Group employees in Japan and overseas.
We have established internal rules concerning the trading of Olympus shares by directors, officers, and employees in key positions. 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. There have been no instances of insider trading in FY2026, 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)

Supplier Handbook

The Supplier Handbook provides high-level guidance on Olympus' Supplier Lifecycle, outlining the essential policies, processes, and procedures suppliers are expected to follow to meet Olympus' expectations in areas such as procurement, quality management and compliance with regulatory and legal requirements.

The Supplier Handbook is available through the following links:

- Chinese (Simplified) | 中文（简体） (PDF: 1.3MB)
- Chinese (Traditional) | 中文（繁体） (PDF: 1.6MB)
- English (PDF: 1.2MB)
- German | Deutsch (PDF: 1.2MB)
- Japanese | 日本語 (PDF: 11.9MB)
- Korean | 한국어 (PDF: 1.5MB)
- Portuguese (Brazilian) | Português (Brasileiro) (PDF: 1.2MB)
- Spanish (Mexican) | Espanol (Mexicano) (PDF: 1.2MB)
- Thai | ภาษาไทย (PDF: 1.3MB)
- Vietnamese | Tiếng việt nam (PDF: 1.2MB)

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 and telephone reporting	: http://olympus.ethicspoint.com (multi-languages)

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

Tax

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 law 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-County 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 FYE2025 (PDF: 218.5KB)
- 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.

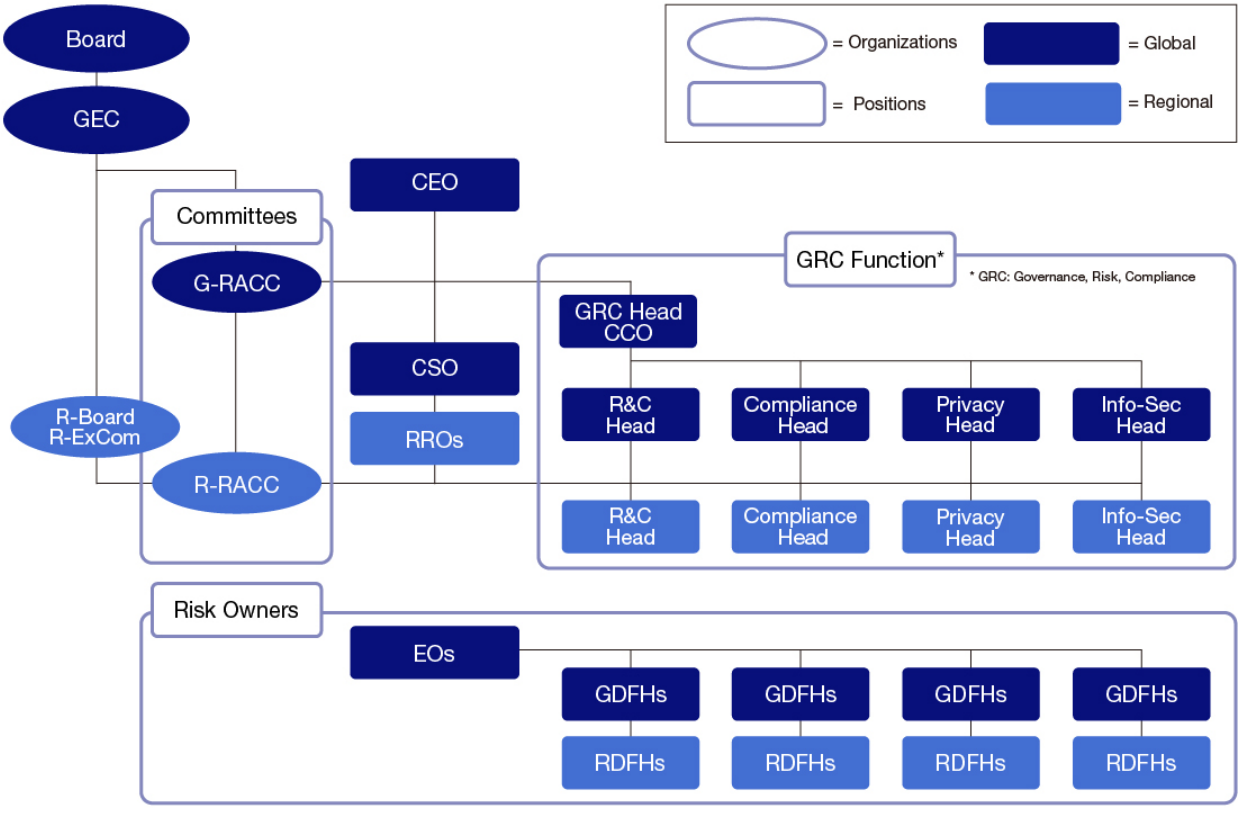
› Policy of Risk Management and Crisis Response

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.

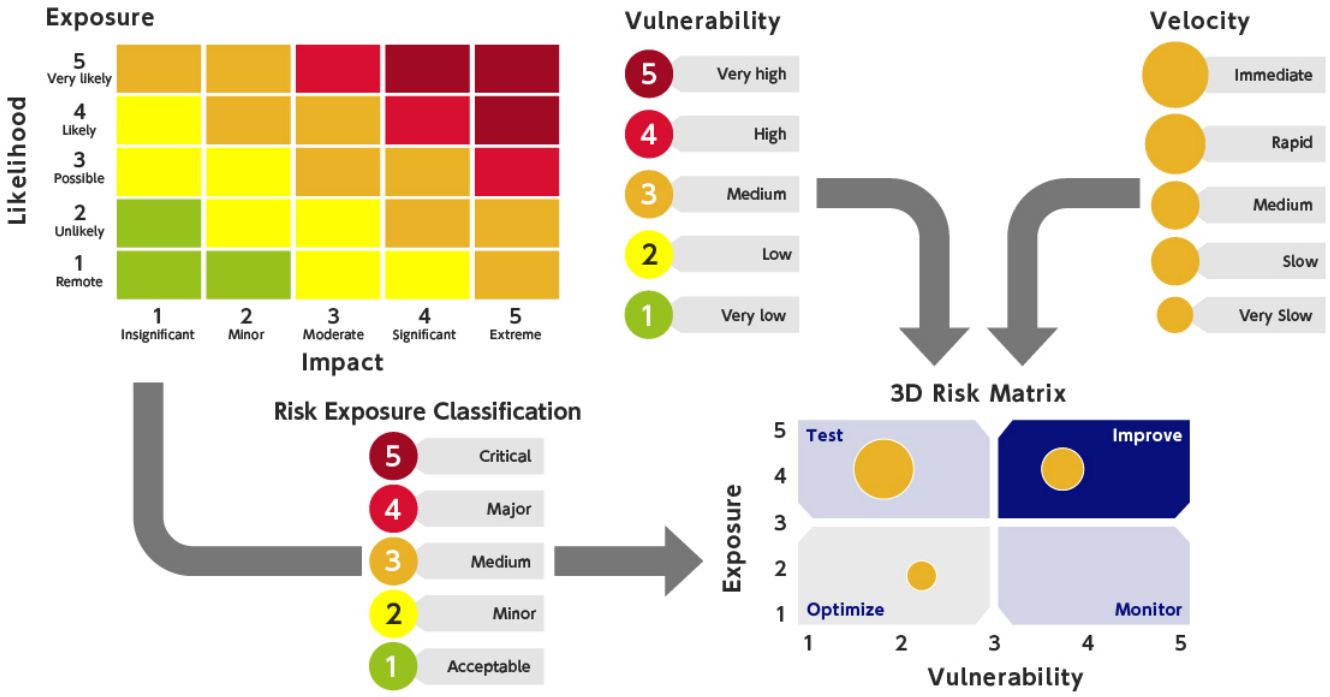
Risk Categories	Strategic (incl. External)	Operations & Product	Financial	Governance	IT & Digital
Sub-Risk Categories	• Force Majeure • Planning & resource allocation • Business Development & Investment • Communication & Stakeholder Management • Market dynamics	• Research & Development • Manufacturing & 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.



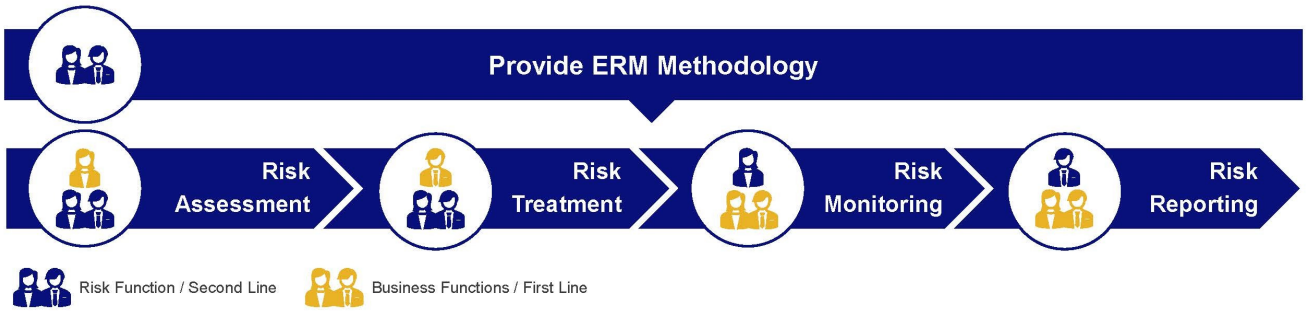
ERM Process

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.

Moving forward, we will continue to prioritize the health and safety of our employees, medical professionals, patients, and communities, while implementing the best measures to maintain the supply of our products and services.

Olympus Group Risk Management and Crisis Response Policy

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

1. Basic Purpose

The basic purposes of this policy are as follows.

(a) To secure the safety of customers, regional residents, officers, employees and their families

(b) To keep the managerial resources intact and ensure the continuity of business

(c) To improve the quality of business management and increase the corporate value

(d) To ensure the stable and continued supply of medical products and services

2. Action Guidelines

(1) We respond to stakeholders’ expectation by managing risks integrally on a company-wide basis, and through responses implemented with sufficient consideration for social demand and/or change.

(2) We incorporate risk management into our day-to-day global business activities.

(3) We integrate risk management consciousness throughout our organizations and members, and continuously increase our risk response ability, through global risk management activities.

(4) We take prompt, responsible actions prioritizing human life and safety in case of emergency.

(5) We make every effort to recover business promptly based on the basic philosophy “Continuity of Medical Front Line”, in the event that business disruption occurs in an emergency.

3. Establishment of a Risk Management System

We will establish a risk management system and a crisis response system on a global basis and clarify the related responsibilities in order to ensure conducting risk mitigation activities and making appropriate management and responses in case of emergencies.

4. Establishment of Rules

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

5. Establishment of Process/Operation

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

Information, Product, and Cyber Security

Basic Concept

The Olympus Group recognizes that information, product, and cyber security (referred to below as “information security”) risks not only have a direct impact on our business but also pose serious risks to our customers—specifically medical institutions—as well as to the healthcare system as a whole. In addition, 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 to address information security risks should not be limited to departments with specialized expertise in this field, but must instead be addressed by the company as a whole, involving all related functions and departments. Furthermore, we consider it essential to proactively 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 especially 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

Information Security Governance

In accordance with our corporate governance structure, 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 RAC[*1] Head is accountable to the BoD and external stakeholders for matters pertaining 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 strategies and risk management related to information security.

Regarding its supervisory role, 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 RAC Head and the CISO, as part of the executive function, regularly report to the BoD on the 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.

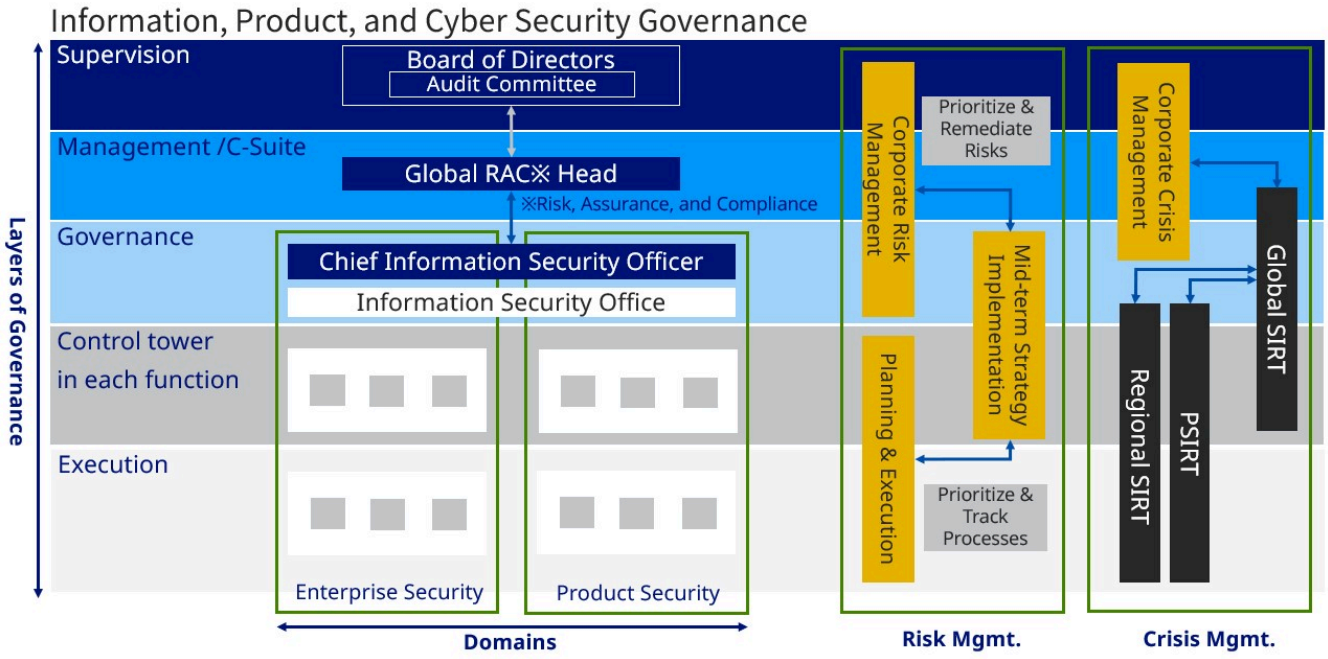
As part of our information security promotion framework, we have introduced a three-line defense model for the purpose of achieving balanced security measures in accordance with risk levels. This framework consists of: a governance layer that oversees the development and execution of Group information 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 two defined domains, each with responsibility for execution in its respective area of expertise: Enterprise Security (including information security for general IT systems and operational technology systems) and Product Security (information security of our products and services).

Regarding risk management, the CISO and their dedicated organization conduct Group 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 achieves 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 in place 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. We also conduct regular training.

*1 Risk, Assurance, and Compliance



Number of Information Security Incidents and Breaches*2

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	FY2024	FY2025	FY2026
Number of information security breaches or other cybersecurity incidents	2	2	2

Related Information

- Information, Product, and Cyber Security Policy
- Handling of Personal Information
- Business Risks

*2 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

Basic Approach and Policy

For Olympus as a MedTech company, privacy is fundamental, underpinning our commitment to responsible data stewardship and compliance with stringent global regulatory requirements. Strong privacy governance reinforces investor confidence by demonstrating privacy risk management and long-term resilience in a data-driven healthcare ecosystem. For customers and patients, our dedication to protecting sensitive information fosters trust, strengthens our relationships, and supports the safe and ethical use of our technologies.

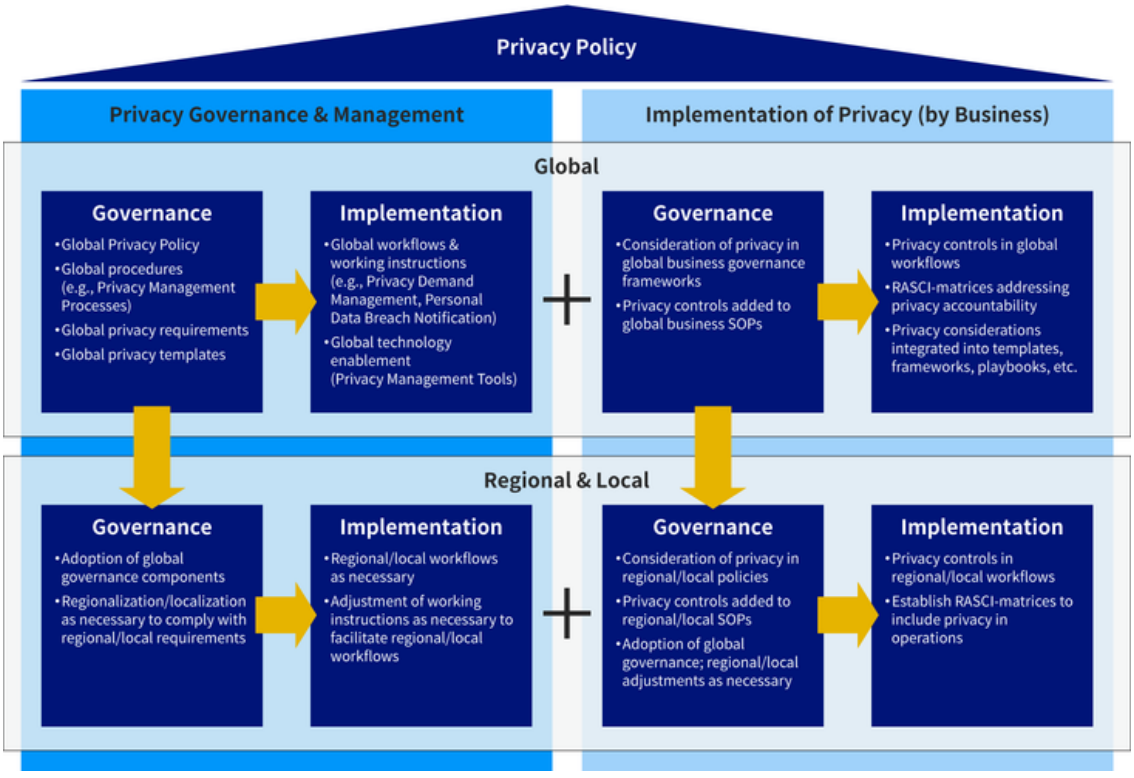
Privacy Policy

We have defined and implemented a global Privacy Policy as our foundational governance document. This Privacy Policy sets the standard for privacy across the entire organization, regardless of the location, region, or function. Where necessary, localized versions of the policy with appropriate adjustments are permitted.

› Olympus Global Privacy Policy (PDF: 149.5KB)

Implementation Approach

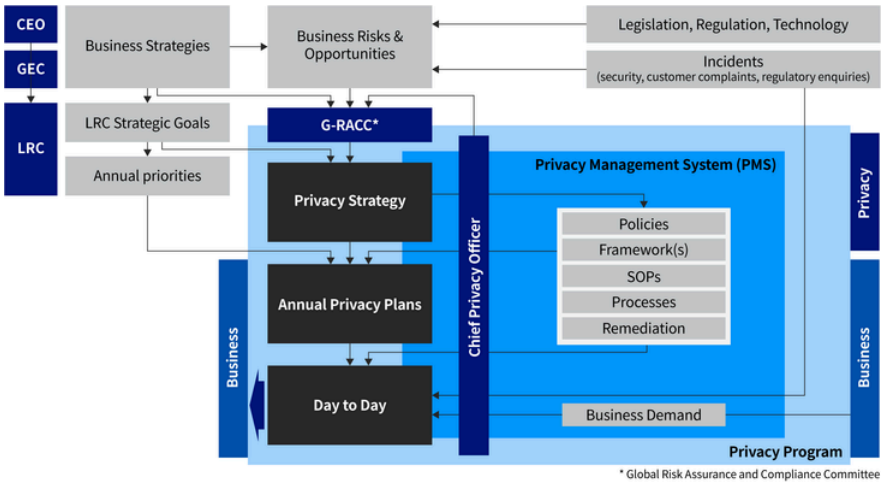
Olympus employs a federated approach between the central definition of privacy governance, risk management, and compliance frameworks and the localized implementation of privacy into our processes, applications and products, spanning global, regional and local organizations.



Privacy Program Structure

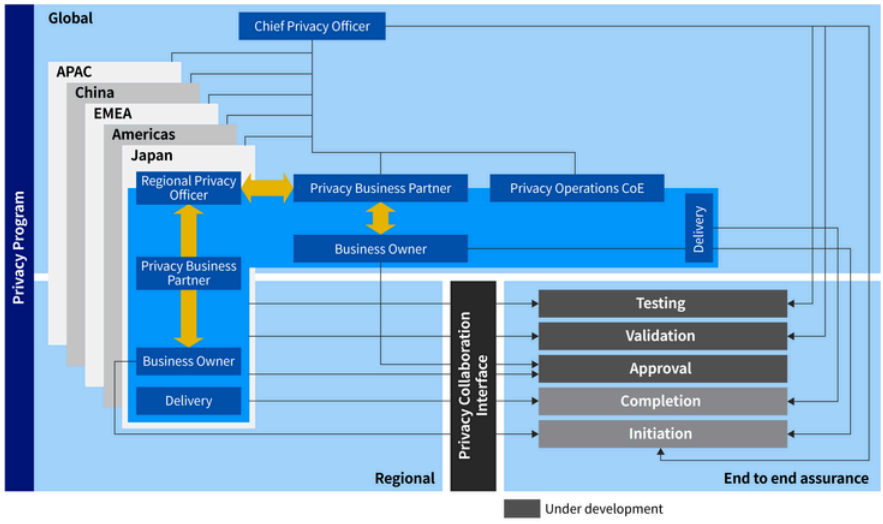
Privacy Governance

The Olympus Privacy program is integrated within our overall governance structure and is part of the Aligned Assurance approach and the structure of the respective frameworks of management systems. On top of this, the build and management of the privacy program and its capabilities are closely aligned with Olympus' strategic and tactical business priorities.



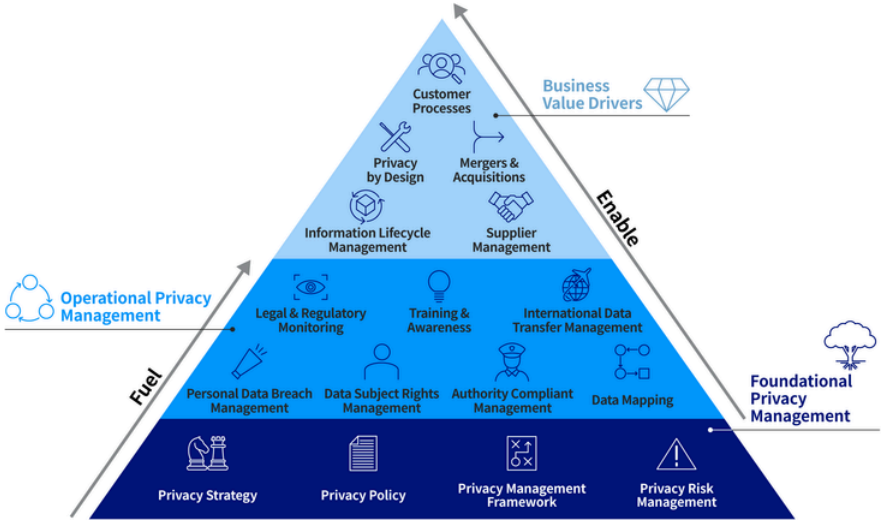
Privacy Operating Model

Olympus Privacy establishes working processes in line with Olympus' transition towards a global operating model. While still structured in a regional fashion, a global working environment is established to provide global standards and global tools. Regional Privacy teams are involved in global projects or initiatives to further embrace and underpin the commitment to a global operating model.



Privacy Capabilities

The Olympus privacy program builds privacy capabilities across the company with the objective of steadily increasing the maturity of the organization following a risk and opportunity-based approach. These privacy capabilities ultimately enable value-driving business capabilities and therefore connect privacy risk management and compliance with business outcomes.



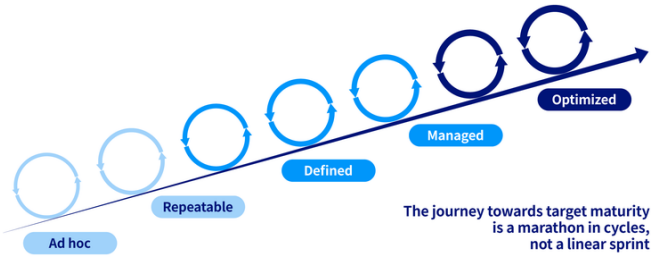
Targets and Progress

Maturity

The primary privacy program KPI is “maturity”. Maturity refers to the degree to which the system is formally established, consistently applied, continuously measured, and proactively improved over time.

At the highest maturity level, a management system operates with clear governance, standardized processes, defined roles, and evidence-based monitoring that ensures reliability and repeatability. Such status indicates that the organization not only meets baseline requirements, but also embeds the system into its culture, enabling strategic, data-driven decision-making and continuous improvement.

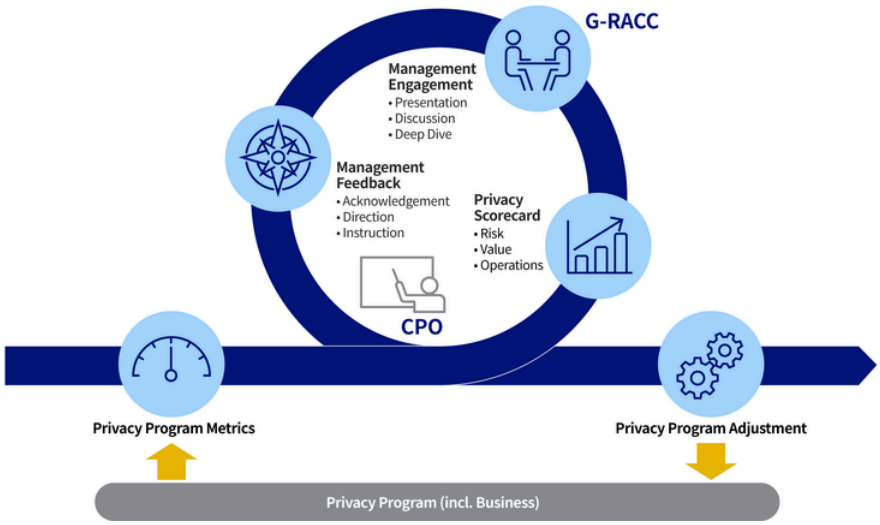
The target is to be at a “Managed” level of maturity across key capabilities of our privacy program. Getting there requires consecutive review cycles.



Management Process

The Chief Privacy Officer reports against these KPI and underlying metrics into the Global Risk Assurance and Compliance Committee (G-RACC). The G-RACC is co-chaired by the Chief Executive Officer and the Chief Compliance Officer. Instruction and guidance provided by G-RACC provides direction for further prioritization and focus area of the privacy program.

The target maturity of our privacy management system is managed across key capabilities.



Chief Privacy Officer

In 2022, Olympus established a dedicated global sub-function to build and manage the privacy program for Olympus. It is led by the Global Chief Privacy Officer. Dr. Falk Boehm serves as Olympus Chief Privacy Officer.

Biography Note of Dr. Falk Boehm

Dr. Falk Boehm is a licensed attorney and holds a doctorate degree in public law. He has gained extensive experience in privacy and adjacent areas across different industries and companies of various sizes and structures. Before joining Olympus as Chief Privacy Officer in November 2022, Falk served as Global Privacy Officer at a leading global sporting goods company. In addition to his role as Cheif Privacy Officer, Falk co-leads AI Risk Governance at Olympus in collaboration with the Chief Information Security Officer (CISO).

Contact

The Privacy team and the Chief Privacy Officer can be reached at privacy@olympus.com.

Related information

- Risk Management System
- Information, Product, and Cyber Security

OLYMPUS Global Privacy Policy

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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.).

OLYMPUS Global Artificial Intelligence Policy

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Chapter 1 General Provisions

Article1: Purpose

This Global Artificial Intelligence Policy OGR contains Olympus' rules for the development, and deployment of AI Systems globally.

Article2: Scope of Application

This Global Artificial Intelligence Policy OGR applies to Olympus Group entities, all Olympus directors, officers, executives, managers and employees, as well as contractors involved in the development, deployment, or management of AI Systems, including the use of AI Tools in product development.

Article3: Definition of Terms

a) Artificial Intelligence (AI)
Refers to any machine-based system that is designed to operate with varying levels of autonomy and that may exhibit adaptiveness after deployment, and that, for explicit or implicit objectives, infers, from the input it receives, how to generate outputs such as predictions, content, recommendations, or decisions that can influence physical or virtual environments.

b) AI Tool
A piece of software or machinery developed and/or deployed by Olympus that incorporates AI (and is not an AI Product).

c) AI Product
An Olympus product (medical or non-medical) that incorporates AI (and is not an AI Tool).

d) AI System
An AI Tool or AI Product.

e) AI Use Case
A set of specific problems, tasks, procedures or other processes where AI is used to create value, improve outcomes, or make processes more effective.

f) AI Risks
Specific risks that arise out of the development, deployment, and use of AI Systems.

g) AI Principles
Principles based on the Olympus Core Values that represent Olympus' approach to Artificial Intelligence as a technology and to the specific AI Risks that come with it.

h) AI Governance
A compliance framework that manages AI Risks by ensuring the ethical and responsible development and deployment of AI Tools, including their use in product development, and the development of AI Products.

i) AI Governance & Data Compliance Center of Excellence (AI Governance CoE)
Responsible team that oversees the creation and implementation of AI Governance.

Chapter 2 Olympus' AI Governance Framework

Article4: AI Risks

Artificial Intelligence introduces unique risks and intensifies existing risks. The purpose of this policy and of AI Governance is to identify and mitigate these risks appropriately.
AI Risks include, in particular:

- Inaccurate & harmful output risks, including hallucinations of generative AI applications or inaccurate output of other AI Systems, bias, obscene or inappropriate content;
- Confidentiality & copyright risks, including misuse of input for training of fine-tuning models by third parties, data exfiltration, or output that contains third-party copyright, copyleft or content that risks copyright infringement;
- Privacy & cybersecurity risks, including monitoring of input or output by third parties, prompt injection, or data poisoning attacks;
- Human-AI interaction risks, including lack of transparency, overreliance by users (automation bias), replacement of human agents, and lack of human oversight.

Article5: Olympus AI Principles

To effectively mitigate AI Risks, Olympus is committed to adhering to the following AI principles. They guide Olympus' approach to AI Systems and represent an extension of the Olympus Core Values.

5.1: Patient-Focused and Beneficial Use of Artificial Intelligence

Olympus aims to align the use of Artificial Intelligence with its mission to enhance patient safety and health outcomes and improve the quality of healthcare delivery. The application of AI Systems should be driven by the goal of ultimately benefiting patients and healthcare providers. Olympus strives to engage relevant stakeholders as necessary to achieve this goal.

Core Values: Patient Focus, Innovation, Impact, Empathy
We **DO**: Design and deploy AI Systems with the primary objective of improving patient outcomes and healthcare delivery.
We **DON'T**: Develop or deploy AI Systems in ways that prioritize commercial interests over patient health or compromise the quality of healthcare provided or patient safety.

5.2: Safety, Effectiveness, and Compliance

Being a major medical manufacturer brings with it significant patient safety and compliance responsibilities. We are committed to developing AI Products and deploying AI Tools that meet the relevant standards of quality, safety and effectiveness and adhere to relevant global regulations. This includes rigorous testing and continuous monitoring. We will employ best practices in machine learning and data science to ensure the reliability and security of our AI Products and

deployed AI Tools.

Core Values: Integrity, Empathy
We **DO**: Develop and deploy AI Systems that meet the high standards of quality, safety, and effectiveness and are compliant with applicable regulations.
We **DON'T**: Tolerate the use of AI Systems that have not been adequately validated or that pose unresolved risks to patient safety or regulatory compliance.

5.3: Fairness, Non-Discrimination, and Equity

We will actively work to identify, examine, prevent and mitigate possible biases in our AI Products. Olympus AI Products must be developed and deployed in ways that promote fairness and do not contribute to health disparities. Data used in AI Products and, where possible, deployed AI Tools, should be representative of diverse populations and demographic groups to ensure equitable outcomes.

Core Values: Integrity, Empathy
We DO: Ensure that training, validation and testing data sets are relevant, sufficiently representative, and to the best extent possible, free of errors and complete in view of the intended purpose of the specific AI Products.
We DON'T: Develop or deploy AI Systems that demonstrated to provide biased outcomes that could create or worsen disparities across different patient populations or our employees

5.4: Transparency, Explainability, and Accountability

AI Systems will be developed and used in a way that allows for appropriate traceability and explainability, while making users aware that they communicate or interact with an AI System. We are committed to providing comprehensive information to all relevant stakeholders about capabilities and limitations of AI Systems. Relevant controls mechanisms will be in place to ensure that any negative impacts of our AI Systems are identified and addressed.

Core Values: Integrity, Impact, Empathy
We **DO**: Ensure that our AI Systems are developed and used in a way that allows for appropriate traceability and explainability and that a control framework is in place to identify and address any negative impacts.
We **DON'T**: Develop or deploy AI Systems that do not provide appropriate transparency and therefore, do not support informed decision making by the AI Systems' deployers or

where there is no clear accountability framework for addressing problems

5.5: Privacy and Security

Protecting patient and employee data is paramount. We will ensure that our AI Systems comply with relevant data protection laws and best practices. AI Products will be designed to secure personal data and respect privacy rights. When deploying AI Tools, we will protect confidential company and third-party information and aspire not to infringe upon the intellectual property rights or legitimate confidentiality obligations of our partners.

Core Values: Patient Focus, Integrity, Empathy
We **DO**: Design and deploy AI Systems with robust security measures that protect personal data, respect privacy rights, and safeguard confidential information in accordance with applicable data protection laws and best practices.
We **DON'T**: Use AI Systems that compromise personal data, violate applicable data protection regulations, or risk exposing confidential information

5.6: Continuous Monitoring throughout the AI System Life Cycle

Artificial Intelligence as a technology is constantly evolving, and so must our practices. We commit to regularly reviewing and addressing experience gained from the use of our AI Systems in real-life settings throughout the entire life cycle. Such experience includes but is not limited to user feedback, enrichment of data sets as well as advancements in technology. Olympus is committed to updating its ethical standards to reflect new developments in AI research and societal expectations.

Core Values: Innovation, Impact
We **DO**: Ensure proper post-market monitoring of our AI Systems' performance in real-life setting along the entire life cycle of the AI System including cooperation with relevant actors along the AI value chain. Special emphasis is put on designing transparency and the control of bias into the AI System to ensure its safety and effectiveness.
We **DON'T**: ignore emerging developments in AI technology, user feedback, and ethical considerations that could enhance system performance and trustworthiness

Article6: AI Governance

To effectively mitigate AI Risks and implement the AI Principles, Olympus creates and maintains an AI Governance program.

This compliance framework ensures the ethical and responsible development and deployment of AI Systems and ensures that AI Systems are aligned with legal, regulatory, compliance and other applicable requirements.

The AI Governance & Data Compliance Center of Excellence (AI Governance CoE), as directed by the Chief Compliance Officer and Head of GRC, is responsible for overseeing the creation, implementation, and maintenance of the AI Governance program.

The basic rules of the AI Governance program for AI Tools (Article 7) and AI Products (Article 8) are laid out below.

Article7: Basic Requirements for Developing, Deploying and Using AI Tools

Olympus observes the following principles when developing, deploying and using AI Tools:

- Olympus implements human oversight measures in the deployment and evaluation of AI Tools, ensuring that humans can always intervene to correct or stop the AI Tools when necessary.

- Olympus does not use AI Tools to automatically evaluate or discipline workers in ways that violate their privacy, autonomy, or dignity. We ensure human oversight is present in these processes, providing workers the opportunity to address concerns.

- Olympus provides adequate transparency about AI Tools.

- Olympus protects the personal data of workers, customers, partners, and other stakeholders when deploying AI Tools. The development, deployment and use of AI Tools must follow OGR-32-001-00 (Global Privacy Policy).

- Olympus protects confidential information when deploying AI Tools. The development, deployment and use of AI Tools must follow OGR-29-010-00 (Confidential Information Management Rules).

7.1 Guidance on AI Tools Usage

The AI Governance CoE publishes guidance on how to comply with these requirements and the Olympus AI Principles in practice.

7.2 List of Approved AI Tools

The AI Governance CoE maintains and published a list of AI Tools that have been evaluated and approved for use by Olympus employees.

When using AI Tools for official business, with Olympus information, or on Olympus IT systems, employees must only use the AI Tools listed there and adhere to the restrictions and requirement for the respective AI Tool.

7.3 Overview of AI Use Cases

The AI Governance CoE maintains and publishes an overview of AI Use Cases that have been evaluated against applicable AI Risks.

This overview of AI Use Cases also outlines generally permissible, “High-Risk”, and impermissible AI Use Cases:

- **Permissible AI Use Cases** may be utilized by any employee with any approved AI Tool, while observing the restrictions and requirements for that AI Tool.

  Examples: Brainstorming, text summary or translation, document or email drafting.

- **“High-Risk” AI Use Cases** may only be utilized by specialized employees with specially designed and approved AI Tools, in alignment with the AI Governance CoE.

  Examples: Using AI Tools to develop AI Products, code generation, legal review, human resource tasks, biometrics.

- **Impermissible AI Use Cases** may never be utilized by any employee for any reason, and include the following:
  - Emotion recognition (except for medical/safety purposes)
  - Biometric categorization using sensitive characteristics
  - Subliminal manipulation that can cause physical or psychological harm through unconscious influence
  - Exploiting vulnerabilities of specific groups through behavioral manipulation
  - General-purpose social scoring based on social behavior or personality
  - Individual crime prediction based on personality profiling

Article8: Basic Requirements for Developing AI Products

Olympus involves relevant internal and external stakeholders, as necessary, in the relevant stages of the AI Product lifecycle, from conception to deployment and maintenance.

Olympus maintains a post-market monitoring system to monitor the operation and performance of AI Products by collecting, documenting and analyzing relevant data which may be provided by users of Olympus’ AI Products or other relevant information throughout the AI Product lifetime.

Olympus will establish and maintain a Risk Management System to identify and address known and reasonably foreseeable risks for its AI Products and throughout their lifecycle. This system will be adapted as necessary based on post-market monitoring.

- Olympus implements and maintains a Data & Data Governance framework that ensures relevant data quality aspects and data privacy. Olympus ensures that training, validation and testing data sets are relevant, sufficiently representative, and to the best extent possible, free of errors and complete in view of the AI Product’s intended purpose.

- Olympus maintains a Quality Management System to ensure continuous improvement and compliance with evolving regulatory requirements for AI Products.

- Olympus ensures record-keeping practices to monitor the AI Products' operation and to facilitate post-marketing monitoring during the AI Product lifecycle.

- Olympus commits to transparency in AI Product development, communicating the purposes, capabilities, and limitations of its AI Products sufficiently to relevant stakeholders.

- Olympus incorporates human oversight mechanisms, where feasible, to monitor AI Products and to enable users to intervene when necessary

- Olympus enables its customers and other stakeholders to use Olympus AI Products responsibly by providing adequate education and resources.

Article9: Non-Compliance

Failure to follow the Olympus AI Principles can have serious consequences for Olympus and our stakeholders. Here are some potential outcomes:

- **Loss of Trust**

A violation of the Olympus AI Principles can lead to losing trust by customers, the public, or other stakeholders. This can damage our reputation and make it more difficult to maintain relationships with stakeholders.

- **Legal Penalties**

If a violation of the Olympus AI Principles also violates the law, it may lead to fines and claims for damages. This can result in significant financial losses for Olympus as well as a compounded loss of trust.

- **Disciplinary Action**

We promptly respond to potential violations of this Policy and corresponding Procedures, and we will take disciplinary action as appropriate according to applicable laws and regulations. While each situation will be considered on a case-by-case basis, we are committed to taking consistent and appropriate actions to address inappropriate conduct, including violations of this Policy, and to deter future violations.

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.

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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	Bob White
Olympus Medical Systems Corp.	2951 Ishikawa-machi, Hachioji-shi, Tokyo 192-8507	Kota Ishibiki
Olympus Marketing Corp.	2951 Ishikawa-machi, Hachioji-shi, Tokyo 192-8507	Hironobu Kawano
Nagano Olympus Co., Ltd.	6666 Inatomi, Tatsuno-machi, Kamiina-gun, Nagano 399-0495	Akira Tanaka
Aizu Olympus Co., Ltd.	3-1-1 Niiderakita, Aizuwakamatsu-shi, Fukushima 965-8520	Akira Tanaka
Aomori Olympus Co., Ltd.	2-248-1 Okkonoki, Kuroishi-shi, Aomori 036-0357	Akira Tanaka
Shirakawa Olympus Co., Ltd.	3-1 Oaza-Odakura-Aza-Okamiyama, Nishigo-mura, Nishishirakawa-gun, Fukushima 961-8061	Akira Tanaka
TmediX Corporation	Shinjuku Monolith, 2-3-1 Nishi-Shinjuku, Shinjuku-ku, Tokyo 163-0914	Osamu Koyata
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.

Subject to acquisition	Utilization purpose
(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. ◆ Compliance with laws and regulations and risk management related to transactions with our company.
(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.
(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 use of Personal Information

(1) Olympus

Olympus may jointly use, within the Olympus group, personal information acquired by Olympus group entities.

(a) Purpose of utilization and items of personal information jointly used

Purpose(s) of utilization	Items of personal information
To provide services to the principal and to achieve the purposes of use that have been notified or publicly announced	Name and contact information (company name, department name, job title, address, telephone number, fax number, e-mail address, product purchase history, inquiry and request history), and other similar items

If we jointly use items of personal information other than the above, the principal will be separately notified or such joint use will be publicly announced.

(b) Scope of joint use

All Olympus group entities

(c) Entity responsible for the management of the jointly used personal information

Olympus Corporation (For the representative and address, kindly refer to chapter “1. Personal information handling business operators”)

(2) Health Insurance Association, Corporate Pension Fund, and Labor union

The Health Insurance Association, the Corporate Pension Fund, and the Labor Union jointly use employees’ personal information acquired by Olympus.

Health Insurance Association

(a) Purpose of utilization and items of personal information jointly used

Purpose(s) of utilization	Items of personal information
The Health Insurance Association, pursuant to the Health Insurance Act and the Act on Assurance of Medical Care for Elderly People, and Olympus, pursuant to the Industrial Safety and Health Act, carry out the maintenance and promotion of the health of insured persons; health guidance (including specific health guidance) for the prevention of lifestyle-related diseases; measures to prevent aggravation and other disease-control measures; and the planning of effective health projects.	Symbols and numbers, name, date of birth, sex, age, address, telephone number, e-mail address, business office name, employee number, date of medical checkup, checkup reservation date, name of medical institution, items of the checkup performed, numerical results of the checkup, questionnaire responses, records of specific health guidance, and other information relating to recipients of health examinations (periodic health examinations and specific health examinations)

(b) Scope of joint use

Olympus and Olympus Health Insurance Association

(c) Entity responsible for the management of the jointly used personal information

Olympus Corporation (For the representative and address, kindly refer to chapter “1. Personal information handling business operators”) and Olympus Health Insurance Association (Representative: Kenya Mori; Address: Shinjuku Monolith, 2-3-1 Nishi-Shinjuku, Shinjuku-ku, Tokyo)

Corporate Pension Fund

(a) Purpose of utilization and items of personal information jointly used

Purpose(s) of utilization	Items of personal information
For calculating figures relating to retirement benefit accounting	Name, sex, date of birth, identification number, date of qualification acquisition, date of loss of qualification, reason for retirement, base salary, notional principal account balance, pension and lump-sum payment status, and other items necessary for retirement benefit calculations
For administration of pension and lump-sum benefit payments and tax calculation	Name, date of birth, basic pension number, identification number, date of qualification acquisition, date of loss of qualification, reason for retirement, leave of absence history, base salary, notional principal account balance, matters related to withholding tax on retirement income, and other items forming the basis for benefit amount calculations
For sending pension and lump-sum withdrawal payment claim form	Name, address, telephone number, corporate e-mail address, personal e-mail address, identification number, and other items necessary for sending
For handling matters relating to the death of former employees	Name, date of death, address, telephone number, identification number, and other items necessary for such handling

(b) Scope of joint use

Olympus and Olympus Corporate Pension Fund

(c) Entity responsible for the management of the jointly used personal information

Olympus Corporation (For the representative and address, kindly refer to chapter “1. Personal information handling business operators”) and Olympus Corporate Pension Fund (Representative: Kenya Mori; Address: Shinjuku Monolith, 2-3-1 Nishi-Shinjuku, Shinjuku-ku, Tokyo)

Labor Union

(a) Purpose of utilization and items of personal information jointly used

Purpose(s) of utilization	Items of personal information
For the collection of union dues and the performance of practical operations relating to welfare programs provided to union members and their families	Name, affiliation information, workplace information, position, e-mail address, date of birth, date of joining the company, salary information, leave of absence information, and other items necessary for such operations
For use as basic data in labor-management consultations concerning the wages and other labor conditions of union members	Name, affiliation information, workplace information, position, working hours, and other items necessary for such consultations

(b) Scope of joint use

Olympus Corporation and Olympus Labor Union

(c) Entity responsible for the management of the jointly used personal information

Olympus Corporation (For the representative and address, kindly refer to chapter “1. Personal information handling business operators”) and Olympus Labor Union (For the representative and address, please refer to the official portal site of the Olympus Labor Union)

(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 receival 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 continuously make use of anonymously processed information, in compliance with its obligations under the Act on the Protection of Personal Information, other applicable laws and regulations, and relevant guidelines, for the purposes of promoting the health of people in society and extending healthy life expectancy.

Provision of anonymously processed information

Items of relating to individuals to be provided	Method of provision to recipients	Anonymously processed information handling business operator
◆ Patient-related information（age, sex or gender, medical history, treatment history, etc.; however, any medical history or treatment history that could identify a specific individual is not included） ◆ 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 a specific individual is not included) ◆ Information regarding the physician performing the surgery (Years of experience, number of cases handled, whether the physician is certified as an endoscopy specialist, the scale of the affiliated medical institution, etc.; however, the physician's name and the facility name are not included) ◆ Video footage of endoscopic surgery recorded for surgical purposes, and information related to such footage ◆ Information such as surgical steps, surgical area, and lesion extent added by physicians to video footage of endoscopic surgery recorded for surgical purposes	◆ Delivery by hand or shipment using external storage media protected by advanced security ◆ via cloud services protected by advanced security ◆ via secure storage protected by advanced security	◆ Olympus Corporation ◆ Olympus Medical Systems Corporation
◆ Endoscopic video footage relating to patients, names of organs, lesion information, whether organ cleansing was performed, whether there is a history of prior treatment, and pathology test results ◆ Results of physicians' visual assessment of lesion extent	◆ Password-protected electronic files delivered by hand using external storage media ◆ via cloud services protected by advanced security ◆ via secure storage protected by advanced security	◆ Olympus Corporation ◆ Olympus Medical Systems Corporation

8. Inquires on handling of personal information

Any inquiries regarding Olympus' handling of personal information or anonymously processed information can be sent to the e-mail address below:

privacy@olympus.com

※ Any personal information provided by the individual in relation to the inquiry will only be used by Olympus to the extent needed to fulfill the request.

9. Other information

Olympus may have additional stipulations within a specific business activity or services.
Olympus may change or amend the policy for "Handling of Personal Information" in accordance with any changes of the Act on the Protection of Personal Information, including any of the above publications or processes, without prior notice.

10. Change history

Date	Content changed
22 June 2026	◆ Addition of a new purpose of use regarding the acquisition of personal information of individuals affiliated with corporate business partners. ◆ Addition of the method of providing anonymously processed information.
1 April 2026	◆ Adjustment of representatives due to corporate changes. ◆ Revision of the description and layout regarding joint use of personal information for improved clarity. ◆ Revision of the description regarding anonymously processed information for improved clarity.
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.

「ガバナンス」データ　Governance Data

2026年9月30日更新
Updated September 30, 2026

※詳細については各期の有価証券報告書および統合レポートをご覧ください
*For details, please refer to the Annual Securities Report for each period and Integrated Report.
>有価証券報告書
>Annual Securities Report
>統合レポート
>Integrated Report

コーポレートガバナンス　Corporate Governance

役員の構成（各事業年度末日時点）　The Composition of the Officers (As of the End of Each Fiscal Year)

	単位 Unit	2022年3月期 FY2022	2023年3月期 FY2023	2024年3月期 FY2024	2025年3月期 FY2025	2026年3月期 FY2026
取締役 Directors	名 Person	11	12	13	10	11
うち、社外 Outside	名 Person	8	9	10	8	8
うち、社内 Inside	名 Person	3	3	3	2	3
うち、女性 Women	名 Person	1	1	2	2	2
うち、日本以外の国籍 Foreign Nationals	名 Person	3	4	5	4	6
執行役 Executive officers	名 Person	5	6	10	11	12

役員の報酬（総額）　The Compensation for the Officers (Total Amount)

		単位 Unit	2022年3月期*2 FY2022*2	2023年3月期*3 FY2023*3	2024年3月期*4 FY2024*4	2025年3月期*5 FY2025*5	2026年3月期*6 FY2026*6
取締役 Directors	社内*1 Inside*1	百万円 Millions of yen	919	1,094	1,772	742	1,145
	社外 Outside	百万円 Millions of yen	138	192	277	248	225
執行役*1 Executive Officers*1		百万円 Millions of yen	666	1,122	2,373	2,605	3,239

＊1 全ての事業年度において、取締役を兼務する執行役2名の報酬は社内取締役としての報酬に含めて記載しています。

*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 2021年6月24日開催の2021年3月期定時株主総会終結の時をもって退任した社外取締役2名を含んでいます。

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

＊3 2022年6月24日開催の2022年3月期定時株主総会終結の時をもって退任した社外取締役2名を含んでいます。

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

＊4 2023年6月27日開催の2023年3月期定時株主総会終結の時をもって退任した社内取締役1名および社外取締役1名を含んでいます。

*4 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.

＊5 2023年6月27日開催の2023年3月期定時株主総会終結の時をもって退任した社内取締役1名および社外取締役1名、2024年6月26日開催の2024年3月期定時株主総会終結の時をもって退任した社外取締役3名ならびに2024年10月28日付で辞任により退任した1名を含んでいます。また、執行役には2022年3月31日および2024年3月31日に退任した4名ならびに2024年10月1日に就任した2名を含んでいます。

*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 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.

＊6 2023年6月27日開催の2023年3月期定時株主総会終結の時をもって退任した社内取締役1名および社外取締役1名、2024年6月26日開催の2024年3月期定時株主総会終結の時をもって退任した社外取締役3名、および2025年6月26日開催の2025年3月期定時株主総会終結の時をもって退任した社外取締役1名を含んでいます。また、執行役については、2026年3月期より前に退任した者（計5名）を含んでいます。

*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, three outside directors who retired at the close of FY2024 General Meeting of Shareholders held on June 26, 2024 and one outside director who retired at the close of FY2025 General Meeting of Shareholders held on June 26, 2025. The executive officers include five executive officers who retired prior to the fiscal year ended March 31, 2026.

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.

UN GLOBAL COMPACT
2026 PARTICIPANT

Our company is committed to upholding the Ten Principles of the **United Nations Global Compact**. Please refer to our **Communication on Progress.**

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.

TCFD TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES

* 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.

SCIENCE BASED TARGETS
DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

*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*.

HPRC HEALTHCARE PLASTICS RECYCLING COUNCIL

* 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 September 2026

Selected for Inclusion in ESG Indexes

- Dow Jones Best-in-Class World Index (five consecutive years from 2021)
  - › Olympus Named to Dow Jones Best-in-Class World Index for the Fifth Consecutive Year
- Dow Jones Best-in-Class Asia Pacific Index (seven consecutive years from 2019)

  * Prior to February 2025, the names of these indices were the “Dow Jones Sustainability World Index” and the “Dow Jones Sustainability Asia Pacific Index.”
- FTSE4Good Index Series
- FTSE JPX Blossom Japan Index
- FTSE JPX Blossom Japan Sector Relative Index

  * Prior to December 2025, the names of these indices were the “FTSE Blossom Japan Index” and the “FTSE Blossom Japan Sector Relative Index.”

FTSE4Good

FTSE JPX Blossom Japan Index

FTSE JPX Blossom Japan Sector Relative Index

External Evaluation Regarding ESG

- Made the top 5% among approximately 9,200 companies in S&P Global’s The Sustainability Yearbook 2026—which ranks companies excelling in sustainability—and received the “Distinction” for excellent companies.



- Obtained an A rating, the highest rating, for CDP 2024 and an A- rating for CDP 2025 in the climate change area in surveys conducted by CDP Worldwide, an international non-profit organization. Scored a B rating for both CDP 2024 and CDP 2025 in the field of water security.



- Obtained an A rating for two consecutive years (CDP2024 and CDP2025) under the CDP Supplier Engagement Rating (SER), which ranks collaborative initiatives between companies and suppliers on climate change challenges.



- Listed in White 500, the Certified Health & Productivity Management Organization Recognition Program (10 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 (six consecutive years since 2021 for Aizu Olympus, in 2020 and 2022–2026 for Olympus Marketing, in 2026 for Shirakawa Olympus, and in 2026 for Aomori Olympus).



- 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, Aizu Olympus in 2023, and Shirakawa Olympus in 2026; Platinum Eruboshi for Aomori Olympus in 2025).



- 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 "Bronze" certification in the "PRIDE Index 2025", an evaluation index for LGBTQ initiatives in Japan (2025 for Olympus).



Independent practitioner’s assurance report

We publish the Independent practitioner’s assurance report and the Calculation Criteria and Methodology related to our assured environmental and social data.

- Independent practitioner’s assurance report (PDF: 181.0KB)
- Calculation Criteria and Methodology (PDF: 629.9KB)

Shape the future
with confidence

Translation

The following is an English translation of an independent assurance report prepared in Japanese and is for information and reference purposes only. In the event of a discrepancy between the Japanese and English versions, the Japanese version will prevail.

Independent practitioner's assurance report

Mr. Bob White
Director, Representative Executive Officer, President and Chief Executive Officer
Olympus Corporation

Scope
We have been engaged by Olympus Corporation (hereafter the "Company") to perform a 'limited assurance engagement,' as defined by International Standards on Assurance Engagements, here after referred to as the engagement, to report on the sustainability information for the Company and major subsidiaries (the "Subject Matter") contained in the "Sustainability" – "ESG Data" – "Environmental Data" and "Social Data" sections of the Company's website (the "WEB information") for the period from April 1, 2025 to March 31, 2026. The Subject Matter for which assurance procedures were performed has been marked with a (★) in the relevant sections of the WEB information.

Other than as described in the preceding paragraph, we did not perform assurance procedures on the remaining information included in the WEB information, and accordingly, we do not express a conclusion on this information.

Criteria applied by the Company
In preparing the Subject Matter, the Company applied the criteria that it determined with consideration of laws and regulations applicable to the Company, as presented in the "Sustainability" – "Related Information" – "Independent practitioner's assurance report" sections of the Company's website (hereafter the "Criteria").

The Company's responsibilities
The Company's management is responsible for selecting the Criteria, and for presenting the Subject Matter in accordance with that Criteria, in all material respects. This responsibility includes establishing and maintaining internal controls, maintaining adequate records and making estimates that are relevant to the preparation of the Subject Matter, such that it is free from material misstatement, whether due to fraud or error. In addition, Greenhouse gas (the "GHG") emissions are estimated using emissions factors, and the scientific knowledge on which such emission factors are based has not been established, thus being subject to inherent uncertainty.

EY's responsibilities
Our responsibility is to express a conclusion on the presentation of the Subject Matter described in the WEB information based on the evidence we have obtained.

We conducted our engagement in accordance with the *International Standard for Assurance Engagements Other Than Audits or Reviews of Historical Financial Information* ('ISAE 3000 (Revised)') and with respect to GHG emissions, the International Standard on Assurance Engagements: Assurance Engagements on Greenhouse Gas Statements ('ISAE 3410'), issued by the International Auditing and Assurance Standards Board, and the terms of reference for this engagement as agreed with the Company on March 12, 2026. Those standards require that we plan and perform our engagement to express a conclusion on whether anything has come to our attention that causes us to believe that the Subject Matter is not prepared in all material respects in accordance with the Criteria. The nature, timing, and extent of the procedures selected depend on our judgment, including an assessment of the risk of material misstatement, whether due to fraud or error.

We believe that the evidence obtained is sufficient and appropriate to provide a basis for our limited assurance conclusions.

Our independence and quality management
We have maintained our independence and confirm that we have met the requirements of the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants, and have the required competencies and experience to conduct this assurance engagement.

EY also applies International Standard on Quality Management 1, *Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services engagements*, which requires that we design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Description of procedures performed
Procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed. Our procedures were designed to obtain a limited level of assurance on which to base our conclusion and do not provide all the evidence that would be required to provide a reasonable level of assurance.
Although we considered the effectiveness of management's internal controls when determining the nature and extent of our procedures, our assurance engagement was not designed to provide assurance on internal controls. Our procedures did not include testing controls or performing procedures relating to checking aggregation or calculation of data within IT systems.

A limited assurance engagement consists of making enquiries, primarily of persons responsible for preparing the Subject Matter and related information, and applying analytical and other appropriate procedures.

Our procedures included:

- Making enquiries regarding the Criteria, and evaluating the appropriateness thereof;

- Inspecting relevant documents with regard to the design of the Company's internal controls related to the Subject Matter, and enquiring of personnel responsible thereof at the Company and one site visited;
- Performing analytical procedures concerning the Subject Matter at the Company and one site visited; and
- Testing, on a sample basis, underlying source information, matching indicators with the evidence and conducting relevant re-calculations at the Company and one site visited.

We also performed such other procedures as we considered necessary in the circumstances.

Conclusion
Based on our procedures and the evidence obtained, nothing has come to our attention that causes us to believe that the Subject Matter of the Company for the period from April 1, 2025 to March 31, 2026 is not prepared in all material respects in accordance with the Criteria.

Takefumi Kawasaki
Mitsuharu Konno
Engagement Partners
July 31, 2026
Ernst & Young ShinNihon LLC
Tokyo, Japan

Olympus Corporation　Calculation Criteria and Methodology

Ⅰ. Reporting Period：FY2026 (April 1, 2025 – March 31, 2026)

Ⅱ. Covered Organizations

Olympus Group **(8 domestic entities and 17 overseas entities)　Where the reporting scope differs by indicator, such differences are specified in the relevant section.**

Company Name	Location
Olympus Corporation	domestic group companies
Olympus Medical Systems Corp.	domestic group companies
Aomori Olympus Co., Ltd.	domestic group companies
Shirakawa Olympus Co., Ltd.	domestic group companies
Aizu Olympus Co., Ltd.	domestic group companies
2 other domestic subsidiaries	domestic group companies
Olympus Corporation of the Americas	Overseas
Olympus Europa SE & Co. KG	Overseas
Olympus Winter & Ibe GmbH	Overseas
OLYMPUS VIETNAM Co., Ltd.	Overseas
13 other overseas subsidiaries	Overseas

Note

Within the Olympus Group, calculation criteria have been established to exclude entities with relatively insignificant impacts.

Entities excluded from the reporting scope are defined as follows:

- entities whose principal functions are sales, marketing, logistics, or corporate/regional management: 500 employees or fewer
- Development, manufacturing, and repair business locations: 100 employees or fewer

In addition, certain entities are currently excluded from the reporting scope where it is difficult to identify emissions at site level. For such entities, efforts are being made to improve data collection, and inclusion in the reporting scope is under consideration.

Ⅲ. Calculation Scope and Criteria

Environmental Data

Material Balance INPUT

Item		Unit	Covered Organizations	Calculation Criteria	Calculation Method
Energy Consumption	Total	MWh	Olympus Group	・Act on Rationalizing Energy Use and Shifting to Non-fossil Energy, etc. （Energy Conservation Act） ・Act on Special Measures Concerning Promotion of Utilization of Electricity from Renewable Energy Sources （Renewable Energy Act）	・Electric power: Annual amount of electricity purchased from electricity suppliers ・City gas, LPG, LNG, gasoline, diesel fuel, kerosene, heavy fuel oil: Annual purchased amount from each energy supplier ・Hot water, steam, district heat consumption: Aggregated amounts based on invoices, etc. from suppliers ・Green electricity: Aggregated based on electricity amounts, etc. from green electricity certificates, non-fossil certificates, and various electricity menus derived from renewable energy sources
	Electric power	MWh			
	City gas	thousand m^3			
	LPG	t			
	LNG	t			
	Heavy fuel oil	kL			
	Kerosene	kL			
	Diesel fuel	kL			
	Gasoline	kL			
	Hot water	GJ			
	Steam	GJ			

	District heat	MWh			· Solar power [internal]: Aggregated based on measuring instruments on the premises · Solar heat [internal]: Aggregated based on heat meters on the premises
	Green electricity	MWh			
	Solar power [internal]	MWh			
	Solar heat [internal]	GJ			
Water consumption	Total	thousand m^3	Olympus Group	-	・Piped water: Calculated based on invoices from water bureaus ・Ground water: Calculated based on measuring instruments on the premises
	Piped water				
	Ground water				

Material Balance OUTPUT

Item		Unit	Covered Organizations	Calculation Criteria	Calculation Method
Greenhouse Gas Emissions	Total	t-CO2e	Olympus Group	・Act on Promotion of Global Warming Countermeasures	· Energy-related CO2: The aggregated amount of Scope 1 emissions, including emissions from city gas, LPG, LNG, gasoline, diesel fuel, kerosene, and heavy fuel oil consumption, and Scope 2 emissions, including emissions from electricity, hot water, steam, and district heat consumption · Non-energy-related CO2: the aggregated amount of Renewable Energy Act, N2O, HFCs, PFCs, SF6 and NF3 emissions
	Energy-related CO2				
	Non-energy-related CO2				
Waste emissions	Total	t	Olympus Group	・Waste Management and Public Cleansing Act	· Total waste generated: The aggregated amount of general waste and industrial waste for which the weight can be confirmed through supporting
	Amount recycled				
	Other waste				

					documentation or other evidence · Amount recycled: The aggregated amount of recyclable resources, including valuable resources, among general waste and industrial waste for which the weight can be confirmed through supporting documentation or other evidence. This amount represents the sum of material recycling and thermal recycling · Other waste: The amount of waste excluding recyclable resources, including valuable resources, among general waste and industrial waste for which the weight can be confirmed through supporting documentation or other evidence
CO2 from Transportation and Distribution	Total	t-CO2e	Olympus Group (all transported goods/products)	· Ministry of the Environment, Japan and Ministry of Economy, Trade and Industry, Japan, "Basic Guidelines on Accounting for Greenhouse Gas Emissions Throughout the Supply Chain"	For CO2 from transportation and distribution, the calculation is the same as Scope 3 Category 4.

Energy Consumption within the Organization

Item		Unit	Covered Organizations	Calculation Criteria	Calculation Method
Consumption	Total	MWh	Olympus Group	・Act on Rationalizing Energy Use and Shifting to Non-fossil Energy, etc. （Energy Conservation Act） ・Act on Special Measures Concerning Promotion of Utilization of Electricity from Renewable Energy Sources （Renewable Energy Act）	・MWh conversion of each type of energy, including electricity, city gas, LPG, LNG, gasoline, diesel fuel, kerosene, heavy fuel oil, hot water, steam, and district heat. The conversion factors are based on the Act on Promotion of Global Warming Countermeasures.

Renewable Energy Consumption

Item	Unit	Covered Organizations	Calculation Criteria	Calculation Method
Renewable Energy	MWh	Olympus Group	・Act on Special Measures Concerning Promotion of Utilization of Electricity from Renewable Energy Sources （Renewable Energy Act）	・Green electricity: Aggregated based on electricity amounts, etc. from green electricity certificates, non-fossil certificates, and various electricity menus derived from renewable energy sources ・Solar power [internal]: Aggregated based on measuring

				instruments on the premises ・Solar heat [internal]: Aggregated based on heat meters on the premises

Breakdown of Energy Consumption within the Organization

Item		Unit	Covered Organizations	Calculation Criteria	Calculation Method
Direct	City gas	MWh	Olympus Group	・Act on Rationalizing Energy Use and Shifting to Non-fossil Energy, etc. （Energy Conservation Act） ・Act on Special Measures Concerning Promotion of Utilization of Electricity from Renewable Energy Sources （Renewable Energy Act）	・MWh conversion of each type of energy, including electricity, city gas, LPG, LNG, gasoline, diesel fuel, kerosene, heavy fuel oil, hot water, steam, and district heat. The conversion factors are based on the Act on Promotion of Global Warming Countermeasures. ・Electric power: Annual amount of electricity purchased from electricity suppliers ・City gas, LPG, LNG, gasoline, diesel fuel, kerosene, heavy fuel oil: Annual purchased amount from each
	LPG				
	LNG				
	Heavy fuel oil				
	Kerosene				
	Diesel fuel				
	Gasoline				
	Subtotal				
Indirect	Electric power				

	Hot water				energy supplier ・ Hot water, steam, district heat consumption: Aggregated amounts based on invoices, etc. from suppliers ・Green electricity: Aggregated based on electricity amounts, etc. from green electricity certificates, non-fossil certificates, and various electricity menus derived from renewable energy sources ・Solar power [internal]: Aggregated based on measuring instruments on the premises ・Solar heat [internal]: Aggregated based on heat meters on the premises
	Steam				
	District heat				
	Green electricity				
	Solar power [internal]				
	Solar heat [internal]				
	Subtotal				
Total					

Greenhouse Gas Emissions / Emission Intensity (Scope 1, 2)

Item	Unit	Covered Organizations	Calculation Criteria	Calculation Method
Scope 1	t-CO2e	Olympus Group	・Act on Rationalizing Energy Use and Shifting to Non-fossil Energy, etc. (Energy	・Scope 1 - Calculated by multiplying the annual consumption or purchased amount of each fuel type, including city gas, LPG, LNG, gasoline, diesel fuel, kerosene, and heavy fuel oil, by the
Scope 2				
Scope 1+2				

			Conservation Act) ・Act on Promotion of Global Warming Countermeasures ・GHG Protocol	CO2 emission factor for each type of energy. - For both Japan and overseas, emission factors used under the Greenhouse Gas Emissions Calculation, Reporting and Publication System based on the Energy Conservation Act and the Act on Promotion of Global Warming Countermeasures are used. ・Scope 2 - Calculated by multiplying annual electricity consumption by location-specific adjusted emission factors. - For energy use other than electricity, including hot water, steam, and district heat, calculated by multiplying the annual consumption of each energy type by the CO2 emission factor. - In Japan, emission factors by electricity supplier based on the Energy Conservation Act and the Act on Promotion of Global Warming Countermeasures are used. - Overseas, except for the United States and Canada, country-specific emission factors published by the IEA (International Energy Agency) are used. - In the United States and Canada, regional conversion factors published by the EPA (United States Environmental Protection Agency) and the UNFCCC (United Nations Framework Convention on Climate Change) are used. - For both Japan and overseas, emission factors used under the

				Greenhouse Gas Emissions Calculation, Reporting and Publication System based on the Energy Conservation Act and the Act on Promotion of Global Warming Countermeasures are used.

Greenhouse Gas Emissions throughout the Supply Chain

Item		Unit	Covered Organizations	Calculation Criteria	Calculation Method
Scope 1		t-CO2e	Olympus Group	・Act on Rationalizing Energy Use and Shifting to Non-fossil Energy, etc. (Energy Conservation Act) ・Act on Promotion of Global Warming Countermeasures ・GHG Protocol	・Scope 1 - Same as "Greenhouse Gas Emissions / Emission Intensity (Scope 1, 2)." ・Scope 2 ＜Market-based＞ - Same as "Greenhouse Gas Emissions / Emission Intensity (Scope 1, 2)." ＜Location-based＞ - Calculated by multiplying annual electricity consumption by region-specific adjusted emission factors. - For energy use other than electricity, including hot water, steam, and district heat, calculated by multiplying the annual consumption of each energy type by the CO2 emission factor.
Scope 2	Market-based				
	Location-based				
Subtotal	Scope 1+2 Market-based				
	Scope 1+2 Location-based				

					- In Japan, emission factors by electricity supplier based on the Energy Conservation Act and the Act on Promotion of Global Warming Countermeasures are used. - Overseas, country-specific emission factors published by the IEA are used. - For both Japan and overseas, emission factors used under the Greenhouse Gas Emissions Calculation, Reporting and Publication System based on the Energy Conservation Act and the Act on Promotion of Global Warming Countermeasures are used.
Scope 3				Ministry of the Environment, Japan and Ministry of Economy, Trade and Industry, Japan, "Basic Guidelines on Accounting for Greenhouse Gas Emissions Throughout the Supply Chain"	For Scope 3, same as "Scope 3."
Total	Scope 1+2 [Market-based] + Scope 3				
	Scope 1+2 [Location-based] + Scope 3				

Scope 3

Item	Unit	Covered	Calculation Criteria	Calculation Method

			Organizations		
Category 1	Purchased goods and services	t-CO2e	Olympus Group (All raw materials and parts delivered to the Group)	Ministry of the Environment, Japan and Ministry of Economy, Trade and Industry, Japan, "Basic Guidelines on Accounting for Greenhouse Gas Emissions Throughout the Supply Chain"	・Calculated by multiplying the purchase amounts of raw materials and parts delivered to the Group by the respective emission intensity factors. ・The "Global Environmental Burden Intensity Based on Purchaser Prices" published by the National Institute for Environmental Studies is used. (Note) Transportation costs are included in the calculation because they cannot be separately identified from the purchase amounts. Where procurement denominated in foreign currencies is included, amounts are adjusted using the exchange rates for the SBT base year in order to eliminate the impact of foreign exchange fluctuations between fiscal years and ensure comparability with the SBT base year.
Category 2	Capital goods	t-CO2e	Olympus Group (Acquisition amounts of tangible fixed assets, excluding certain fixtures and equipment, and acquisition	Ministry of the Environment, Japan and Ministry of Economy, Trade and Industry, Japan, "Basic Guidelines on Accounting for Greenhouse Gas Emissions Throughout the Supply Chain"	・Calculated by multiplying the acquisition amounts of buildings and structures, machinery and equipment, vehicles and transportation equipment, tools, furniture and fixtures, software, etc. by industry-specific emission intensity factors. ・The Ministry of the Environment, Japan's "Emission Intensity Database for Calculating Greenhouse Gas Emissions, etc. of Organizations through the Supply Chain"

			amounts of intangible assets, excluding development assets)		is used. (Note) Among tangible fixed assets, consolidated items classified as "fixtures and equipment" that relate to operating lease assets, loaner assets, demonstration assets, and off-lease assets are excluded because they are manufactured within the Group and are included in Scope 1 and Scope 2.
Category 3	Fuel- and energy-related activities not included in Scope 1 or Scope 2	t-CO2e	Olympus Group	Ministry of the Environment, Japan and Ministry of Economy, Trade and Industry, Japan, "Basic Guidelines on Accounting for Greenhouse Gas Emissions Throughout the Supply Chain"	・Calculated by multiplying the activity data for energy resource use, including city gas, LPG, LNG, gasoline, diesel fuel, kerosene, heavy fuel oil, electricity, hot water, steam, and district heat, by the emission intensity factor for each type of energy. ・The Ministry of the Environment, Japan's "Emission Intensity Database for Calculating Greenhouse Gas Emissions, etc. of Organizations through the Supply Chain" and the LCI Database IDEA of the Sustainable Management Promotion Organization are used. .
Category 4	Upstream transportation and distribution	t-CO2e	Olympus Group (All shipped products)	Ministry of the Environment, Japan and Ministry of Economy, Trade and Industry, Japan, "Basic Guidelines on Accounting for Greenhouse	・Calculated by dividing the transportation distance by the fuel efficiency of the transportation mode and multiplying by conversion factors specified by fuel type, and by multiplying transportation weight and distance by emission intensity factors by transportation mode and

				Gas Emissions Throughout the Supply Chain"	vehicle type. ・The conversion factors are based on the Energy Conservation Act, the Act on Promotion of Global Warming Countermeasures, the Ministry of the Environment guidelines, DEFRA (Department for Environment, Food & Rural Affairs), and EPA.
Category 5	Waste generated in operations	t-CO2e	Olympus Group	Ministry of the Environment, Japan and Ministry of Economy, Trade and Industry, Japan, "Basic Guidelines on Accounting for Greenhouse Gas Emissions Throughout the Supply Chain"	Calculated by multiplying waste generated by the emission intensity factors by type and treatment method. ・The Ministry of the Environment, Japan's "Emission Intensity Database for Calculating Greenhouse Gas Emissions, etc. of Organizations through the Supply Chain" and the LCI Database IDEA of the Sustainable Management Promotion Organization are used.
Category 6	Business travel	t-CO2e	Olympus Group (All employees of Olympus Group)	Ministry of the Environment, Japan and Ministry of Economy, Trade and Industry, Japan, "Basic Guidelines on Accounting for Greenhouse Gas Emissions Throughout the Supply Chain"	・Calculated by multiplying the total number of domestic and international business travelers and travelers by distance by the global headcount ratio. ・The Ministry of the Environment, Japan's "Emission Intensity Database for Calculating Greenhouse Gas Emissions, etc. of Organizations through the Supply Chain" is used.
Category 7	Employee commuting	t-CO2e	Olympus Group (All employees of Olympus Group)	Ministry of the Environment, Japan and Ministry of Economy, Trade and Industry, Japan,	・Calculated by multiplying the annual commuting days and emission intensity factors by city classification for the major sites by the major-site headcount, and then dividing

				"Basic Guidelines on Accounting for Greenhouse Gas Emissions Throughout the Supply Chain"	by the major-site headcount and multiplying by the global headcount. ・The Ministry of the Environment, Japan's "Emission Intensity Database for Calculating Greenhouse Gas Emissions, etc. of Organizations through the Supply Chain" is used.
Category 11	Use of sold products	t-CO2e	Olympus Group (All products that directly consume electricity)	Ministry of the Environment, Japan and Ministry of Economy, Trade and Industry, Japan, "Basic Guidelines on Accounting for Greenhouse Gas Emissions Throughout the Supply Chain"	・Calculated by multiplying electricity consumption over the useful life per unit by the emission factor, and then multiplying by the annual sales quantity of the relevant products. ・IEA emission factors are used.
Category 12	End-of-life treatment of sold products	t-CO2e	Olympus Group (All sold products)	Ministry of the Environment, Japan and Ministry of Economy, Trade and Industry, Japan, "Basic Guidelines on Accounting for Greenhouse Gas Emissions Throughout the Supply Chain"	・Calculated by multiplying the weights of products and packaging materials by emission intensity factors corresponding to each waste treatment method. ・The Ministry of the Environment, Japan's *Emission Intensity Database for Calculating Greenhouse Gas Emissions, etc. of Organizations through the Supply Chain*, the LCI Database IDEA of the Sustainable Management Promotion Organization, and emission factors established by the Company based on the composition ratios of raw materials are used.

Water consumption

Item		Unit	Covered Organizations	Calculation Criteria	Calculation Method
Water consumption	Total	thousand m^3	Olympus Group (Excluding one domestic subsidiary among other domestic subsidiaries and one overseas subsidiary among other overseas subsidiaries.)	-	・Piped water: Calculated based on invoices from water bureaus. ・Ground water: Calculated based on measuring instruments on the premises.
	Piped water				
	Ground water				

Waste emissions / Landfill

Item		Unit	Covered Organizations	Calculation Criteria	Calculation Method
Waste	Total	t	Olympus Group	・Waste Management	・Total waste emissions: The aggregated amount of general

emissions	Amount recycled		(Excluding three overseas subsidiaries among other overseas subsidiaries.)	and Public Cleansing Act	waste and industrial waste for which the weight can be confirmed through supporting documentation or other evidence. ・Amount recycled: The aggregated amount of recyclable resources, including valuable resources, among general waste and industrial waste for which the weight can be confirmed through supporting documentation or other evidence. ・Other waste: Waste excluding recyclable resources, including valuable resources, among general waste and industrial waste for which the weight can be confirmed through supporting documentation or other evidence. ・Landfill: the actual weight of waste confirmed, based on waste manifests and other supporting documentation, to have been finally disposed of by landfill, and the amount calculated by applying the landfill rate to other waste. ＊Amount recycled = the sum of material recycling and thermal recycling.
	Other waste				
Landfill					

Hazardous waste discharged

Item		Unit	Covered Organizations	Calculation Criteria	Calculation Method
Hazardous waste	Total	t	Olympus Group (Excluding three	・Waste Management and Public Cleansing	・Total hazardous waste discharged: Hazardous waste discharged for which the weight can be confirmed through
	Amount recycled				

discharged	Other hazardous waste		overseas subsidiaries among other overseas subsidiaries.)	Act	supporting documentation or other evidence. ・Amount recycled: The amount of hazardous waste recycled among hazardous waste discharged for which the weight can be confirmed through supporting documentation or other evidence. ・Other hazardous waste: The amount of hazardous waste discharged excluding the amount recycled, among hazardous waste discharged for which the weight can be confirmed through supporting documentation or other evidence. ＊Amount recycled = the sum of material recycling and thermal recycling.

Social Data

Fatal Occupational Injuries

Item	Unit	Covered Organizations	Calculation Criteria	Calculation Method
Global	Persons	Olympus Group	-	The annual total number of fatal occupational injuries caused by work-related accidents, as recorded in occupational accident reports.
Japan				
Americas				
Europe				
China				
Asia & Oceania				

Lost-time Injury Cases

Item	Unit	Covered Organizations	Calculation Criteria	Calculation Method
Global	Cases	Olympus Group (Direct employees)	-	The annual total number of occupational injuries resulting in one or more lost workdays.
Japan				
Americas				
Europe				
China				
Asia & Oceania				

Lost-time Injury Frequency Rate (One or More Lost Workdays) – Direct Employees

Item	Unit	Covered Organizations	Calculation Criteria	Calculation Method
Global	-	Olympus Group (Direct Employees)	-	Lost-time Injury Frequency Rate = (Number of lost-time injury cases × 1,000,000) ÷ Total working hours. Lost-time injury case = Occupational injury resulting in one or more lost workdays.
Japan				
Americas				
Europe				
China				
Asia & Oceania				

Lost-time Injury Frequency Rate (One or More Lost Workdays) – Temporary Agency Workers

Item	Unit	Covered Organizations	Calculation Criteria	Calculation Method
Japan	-	Olympus domestic group companies (temporary agency workers)	-	Lost-time Injury Frequency Rate = (Number of lost-time injury cases × 1,000,000) ÷ Total working hours. Lost-time injury case = Occupational injury resulting in one or more lost workdays.

GRI Content Index

Statement of use	The Olympus Group has reported the information cited in this GRI content index for the period [FY2026: April 1, 2025-March 31, 2026] 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
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 and Materiality › 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 and Materiality
3-2	List of material topics	› ESG Strategy and Materiality

3-3	Management of material topics	› ESG Strategy and Materiality › 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	-