

January 28, 2026

News Release

Company: Olympus Corporation

Bob White, Director, Representative Executive Officer, President and CEO

(Code: 7733, Prime, Tokyo Stock Exchange)

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### **Notice Concerning Change of Executive Officers**

Olympus Corporation ("Olympus") hereby announces that at the Board of Directors Meeting held today, it was tentatively decided to change Executive Officer and Chief Human Resources Officer and Executive Officer and Chief Manufacturing and Supply Officer as described below. It is scheduled to be decided formally by the Board of Directors in March 2026 and to take effect on April 1, 2026.

#### **1. Reason for change of Executive Officers**

Shigeto Otsuki has made significant contributions to Olympus since joining in 2019, primarily focusing on HR and general affairs while also taking on regional and global management responsibilities. As part of Transform Olympus, he has strongly driven initiatives that reflect the standards of a global MedTech company. These include the implementation of a globally aligned, job-based HR system and performance management frameworks, as well as the realization of global assignments that place the right people in the right positions across regions and countries. Through these efforts, he has led the establishment of a solid foundation for the Company as a global MedTech company. With these comprehensive institutional reforms reaching a significant milestone, he has expressed his intention to step down.

Simone Berger, who will succeed him, brings extensive global experience from Germany, Singapore, and China. She has led major culture and people transformation initiatives across industries and successfully managed organizational development in matrix environments where HQ and regions work closely together.

We are now entering the next phase—integrating HR information and processes globally, developing a winning talent strategy, and advancing the Olympus cultural transformation. Simone drives HR as a business function with a clear focus on value creation and ROI. Her execution focused enterprise leadership will accelerate these efforts, foster innovation, and deliver new value to our business. She will be a strong ambassador to drive growth mindset across our organization and help to accelerate our strategy 'Where Purpose Meets Performance.

Tetsuo Kobayashi has driven the strengthening and streamlining of global production systems. As part of Transform Olympus, he has also led the reorganization of manufacturing bases and the optimization of the supply chain, contributing to the advancement of quality control and the enhancement of cost competitiveness.

Under the new Corporate Strategy starting from April 2026, achieving our growth objectives and

transforming the operating model will require integrated management of our extensive manufacturing and supply chain network, along with accelerated operational reforms. Having completed these preparations, he has expressed his intention to step down.

The successor, David Shan brings over 30 years of experience at leading global companies, spanning not only manufacturing and supply chain but also R&D, engineering, and Quality. He has successfully driven standardization, automation, and transformation of operations on a global scale. Leveraging his exceptional leadership and a strong academic and professional background cultivated across multiple countries and regions, we expect him to lead the establishment of a streamlined organizational structure and operating model—transitioning from a region-centric approach to a business-centric one. His ability to align diverse teams, optimize processes, and drive efficiencies will be instrumental in strengthening our global operations and enabling sustainable, long-term growth.

## 2. Names and job titles of newly appointed and retiring executive officers

### (1) Newly appointed executive officers

Name	Current job titles	New job titles after April 1, 2026
Simone Berger	—	Executive Officer and Chief Human Resources Officer
David Shan	—	Executive Officer and Chief Manufacturing and Supply Officer

### (2) Departure executive officers

Name	Current job titles
Shigeto Ohtsuki	Executive Officer and Chief Human Resources Officer
Tetsuo Kobayashi	Executive Officer and Chief Manufacturing and Supply Officer

## 3. Career summary of newly appointed executive officers

### Simone Berger

Date of Birth:	June 12, 1978	
Career summary:	December 2000	Joined Bayer Aktiengesellschaft
	October 2005	Manager, International Human Resources Asia/Pacific, Schaeffler Holding (China) Co., Ltd.
	January 2010	Senior Manager, Human Resources Asia/Pacific, Schaeffler (Singapore) Pte. Ltd.
	October 2011	Regional HR Manager Asia/Pacific, Voith Turbo Pte. Ltd.
	August 2012	Senior Vice President, Global Human Resources, Goodbaby International Holdings Limited
	December 2015	Managing Director, Goodbaby (Europe) GmbH & Co. KG
	January 2019	Chief People Officer, STADA Arzneimittel AG (Present)

	April 2021	Member of the STADA Arzneimittel AG Executive Board (Present)
	April 2026	Join Olympus Europa SE & Co. KG (plan) Executive Officer and Chief Human Resources Officer, Olympus Corporation (plan)
Number of shares of the Company held (Note) (Of which, the number of shares to be delivered under the stock compensation plan):		0 (0)

#### David Shan

Date of Birth:	July 27, 1970	
Career summary:	June 1995	Engineer, Technical Service, Siem Supranite S.A.S.
	January 1996	Engineer, R&D and Technical Service Europe, 3M COMPANY
	February 2000	Manager, R&D Technical Service Europe and Plant Quality Manager, 3M COMPANY
	December 2002	Director, Quality & Safety, European Business Unit, Graham Packaging Company, L.P.
	May 2005	Director, Quality, Household, Chemical & Automotive Business Unit, Graham Packaging Company, L.P.
	February 2006	Senior Director, Global Quality, Graham Packaging Company, L.P.
	September 2007	Vice President, Global Operational Excellence, Graham Packaging Company, L.P.
	April 2010	Industrial Director, Manufacturing & Productivity, Europe, Bunge Limited
	January 2011	Group Vice President, Operations Perfumery and Operations Excellence, SGD Pharma
	September 2013	Chief Operating Officer, SGD Pharma
	October 2015	Vice President, Worldwide Pharmaceutical Systems Operations, Becton, Dickinson and Company
	October 2017	Senior Vice President, Worldwide Device Operations, Becton, Dickinson and Company
	May 2018	Senior Vice President, Global Supply Chain, Becton, Dickinson and Company
	March 2020	Executive Vice President & Chief Quality Officer, Becton, Dickinson and Company
	February 2023	Executive Vice President & Chief Integrated Supply Chain Officer, Becton, Dickinson and Company (present)

	April 2026	Join Olympus Schweiz AG (plan) Executive Officer, Chief Manufacturing and Supply Officer, Olympus Corporation (plan)
Number of shares of the Company held (Note) (Of which, the number of shares to be delivered under the stock compensation plan):		0 (0)

(Note) “Number of shares of the Company held” indicates the number of shares held as of September 30, 2025. It also includes the number of shares each candidate holds through the Employees’ Shareholding Association of the Company, his/her own equity interest held through a company managing stock compensation of the Company as well as the number of shares to be delivered under the stock compensation plan.