

ESG Strategy

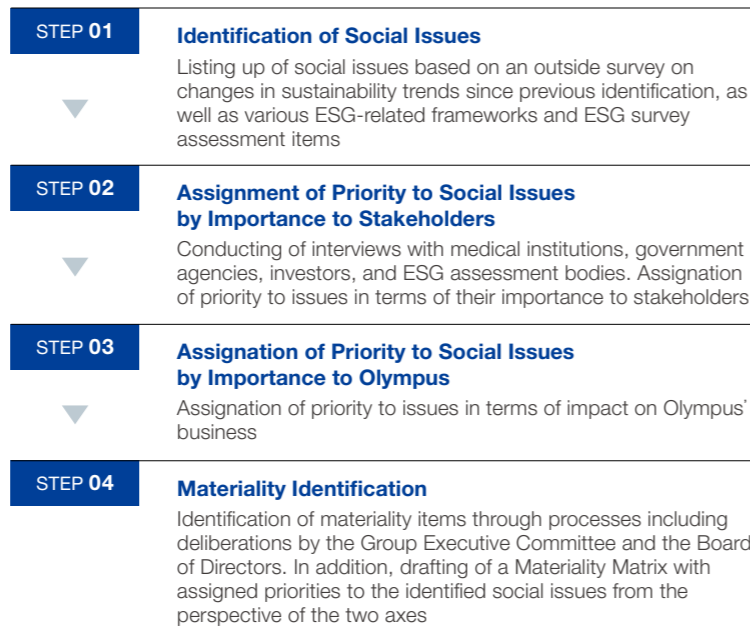
Materiality Topics at Olympus

Olympus 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 of “making people’s lives healthier, safer and more fulfilling,” in order to become a leader in the healthcare industry as well as in ESG. We have positioned the promotion of ESG as one of our priority initiatives in the new company strategy, and will enhance the affinity and consistency between our ESG strategy and company strategy, business strategy, and functional strategy to levels greater than previously seen.

Materiality Topics at Olympus

In conjunction with the formulation of the new company strategy, we reviewed and adjusted our ESG strategy. In the review of materiality, we identified Six Focus Areas and 25 Materiality Topics falling under these Focus Areas, based on fresh input from our stakeholders, societal expectations and requirements, trends within the MedTech industry, and analyses of risks and opportunities from the perspective of sustainability^{*1}. In the process of identifying these 25 Materiality Topics, mapping of these topics onto the two axes of “importance to stakeholders” and “impact on Olympus’ 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 toward their achievement being actively managed. Progress statuses and new initiatives will also be actively discussed at ESG Committee and Board of Directors’ meetings.

^{*1} The existing six important ESG areas and five materiality items were realigned into Six Focus Areas.



Materiality Matrix

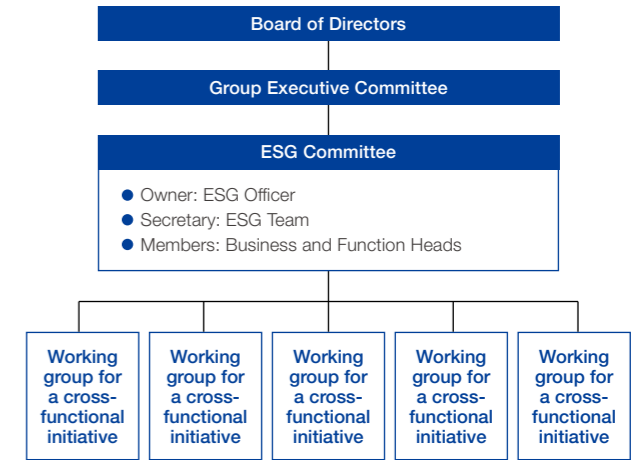
		ⓘ Top Priority Materiality Topics (Eight) ⓘ High Priority Materiality Topics (Nine)	
Stakeholder Impact	High	<ul style="list-style-type: none"> ⓘ Business ethics and compliance ⓘ Human rights commitment in supply chain management ⓘ Scope 1 and 2 carbon emissions ⓘ Scope 3 carbon emissions ⓘ Water and waste management ⓘ Climate risk resilience ⓘ Corporate governance and reporting transparency 	<ul style="list-style-type: none"> ⓘ Contribution to health equity and access ⓘ Innovation for better healthcare outcome ⓘ Quality and safety in product, service and solution ⓘ Supply chain risk mitigation and resilience ⓘ Workplace safety and human rights ⓘ Employee development and engagement ⓘ Diversity, equity and inclusion ⓘ Circularity through product stewardship
	Mid	<ul style="list-style-type: none"> • Ethical marketing practice • Environmental reporting transparency • Involvement of other stakeholders 	<ul style="list-style-type: none"> • Strengthening risk and crisis management, fostering a risk-aware corporate culture • Diversity in Board of Directors
	Low	<ul style="list-style-type: none"> • Corporate citizenship and philanthropy • Tax transparency 	<ul style="list-style-type: none"> • Innovation to improve manufacturing process
		Low	High
		Business Impact	

ESG Strategy Structure

To enhance Olympus’ ESG initiatives, we undertook a reconsideration of our promotion structure for sustainability strategies at the Group level in fiscal year 2023. We then established a new sustainability governance system in April 2023. Under the new governance system, an “ESG Committee” has been put in place, with the ESG Officer having ownership, and the committee comprised of heads of respective businesses and functions. The ESG Committee implements sustainability strategies, discusses important measures related to materiality, and monitors progress against goals.

Furthermore, we have established thematic working groups under the ESG Committee, such as those on the environment and human rights, to study and share information on measures that need to be taken across functions.

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



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

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^{*2}. 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’ 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.

^{*2} Sustainable Development Goals (SDGs): Common goals for the international community set by the United Nations toward the achievement of a sustainable world by the year 2030.

Olympus and Its Relationships with the SDGs



Main materiality items associated with contributions to goal 3

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

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

Six ESG Focus Areas

1 Healthcare Access and Outcome



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

25 Materiality Topics

- Top Priority**
- Contribution to health equity and access
- High Priority**
- Innovation for better healthcare outcome
 - Public awareness building on early detection and treatment
- Others**
- Corporate citizenship and philanthropy

KPI



Related Information

[Integrated Report 2023](#) [See page 64](#)

Sustainability
Elevating the Standard of Care: <https://www.olympus-global.com/csr/social/medical-standards/>

*1 CRC: Colorectal cancer
*2 Olympus Corporation

SDGs



2 Compliance, Product Quality and Safety

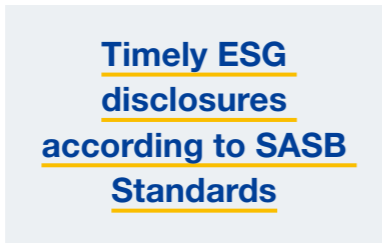


As a company providing medical devices, Olympus' foremost priority should be the safety of patients. We are endeavoring to ensure observance of anti-corruption and other compliance measures and our complete accordance with the laws and regulations of respective countries to ensure the quality and safety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

25 Materiality Topics

- Top Priority**
- Quality and safety in product, service, and solution
- High Priority**
- Business ethics and compliance
 - Privacy, information, and cyber security
- Others**
- Tax transparency
 - Ethical marketing practice
 - Risks and crisis management, and risk culture
 - Innovation to improve manufacturing process

KPI



Related Information

[Integrated Report 2023](#) [See pages 16, 99](#)

Sustainability
Compliance: <https://www.olympus-global.com/csr/governance/compliance/>
Product Responsibility: <https://www.olympus-global.com/csr/social/product-responsibility/>

SDGs



3 Responsible Supply Chain



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

25 Materiality Topics

- Top Priority**
- Supply chain risk mitigation and resilience
- High Priority**
- Human rights commitment in supply chain management

KPI



Related Information

[Integrated Report 2023](#) [See page 81](#)

Sustainability
Procurement: <https://www.olympus-global.com/csr/social/procurement/>

SDGs



4 Healthy Organization



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

25 Materiality Topics

- Top Priority**
- Diversity, equity, and inclusion
- High Priority**
- Employee development and engagement
 - Workplace safety and human rights

KPI



Related Information

[Integrated Report 2023](#) [See page 72](#)

Sustainability
Diversity, Equity and Inclusion: <https://www.olympus-global.com/csr/social/diversity/>

SDGs



5 Carbon Neutral Society and Circular Economy

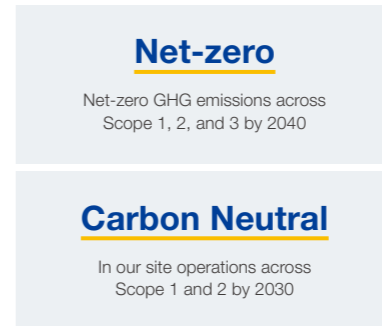


Olympus recognizes climate change as a serious issue that endangers the integrity of the global environment, as well as being an issue which affects our business activities. We will continue to promote a variety of ongoing initiatives toward the achievement of carbon neutrality into the future.

25 Materiality Topics

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

KPI



Related Information

[Integrated Report 2023](#) [See page 78](#)

Sustainability
Environment: <https://www.olympus-global.com/csr/environment/>

SDGs



6 Corporate Governance



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

25 Materiality Topics

- Top Priority**
- Corporate governance and reporting transparency
- Others**
- Involvement of other stakeholders
 - Diversity in Board of Directors

KPI



Related Information

[Integrated Report 2023](#) [See page 84](#)

Sustainability
Corporate Governance: <https://www.olympus-global.com/company/governance/>

SDGs

