

Messages from Executive Officers

Our Executive Team

Olympus is focusing on realizing Our Purpose with patient safety as the top priority. On the following pages, we introduce Executive Officers who are driving the execution of our company strategy to become a leading global MedTech company.



Executive Chairperson

Yasuo Takeuchi

Director, Representative Executive Officer, Executive Chairperson and ESG Officer

Profile

https://www.olympus-global.com/company/profile/officer/yasuo_takeuchi.html

See page 02

CMO

John de Csepel
Executive Officer and Chief Medical Officer

Profile

https://www.olympus-global.com/company/profile/officer/john_de_csepel.html



See page 31

ESD Head



Frank Drewalowski
Executive Officer and Endoscopic Solutions Division Head

Elevating Medical Innovation

We are actively expanding the Intelligent Endoscopy Ecosystem, starting in Europe, to enhance healthcare standards along care pathways and contribute to the future of medicine. We launched the EVIS X1 endoscopy system in the Americas and China in fiscal year 2024. With the successful global rollout of the EVIS X1, we're intensifying sales efforts. We have decided to strengthen our business alliance agreement with Sony Corporation regarding Medical Business and are strengthening collaboration with our new partner Canon Medical Systems Corporation in ultrasound endoscopy. To meet healthcare professionals' expectations for innovation, we will enhance academia-industry collaboration and provide innovative medical solutions. Lastly, accelerating development of robotic and single-use products will enable more efficient and precise healthcare, shaping the future of medicine.

Profile https://www.olympus-global.com/company/profile/officer/frank_drewalowski.html

CFO

Tatsuya Izumi
Executive Officer and Chief Financial Officer

Profile

https://www.olympus-global.com/company/profile/officer/tatsuya_izumi.html



See page 22

Strategic Vision for Olympus as a Patient- and Customer-focused Solutions Provider

As a leader in endoscopy, Olympus has a responsibility to accelerate patient access as well as a strong ambition to continue advancing patient care. As incoming CSO, my top priority is to lead the development of a long-term holistic vision through a patient-focused growth lens. Our focus is in igniting our talented teams to continue to bring innovative, connected solutions where we can have the greatest impact. One such example is the evolution and acceleration of our Intelligent Endoscopy Ecosystem. Charting value-creating paths with the evolving customer needs and market dynamics continues to get more complex for globally diverse companies. To serve our customers, we need to continue to evolve, and our long-term vision as well as strategic priorities need to be resilient and adaptable to flex with the volatility at the macro and market level. We also need to ensure that we are looking broadly not just at growth opportunities and value pools but also at the enabling capabilities, tools, systems, and business models that are required in the long term to support our strategic aspirations.

Through these actions, I wish to continue to transform Olympus from a product solutions provider to a more comprehensive patient- and customer-focused solutions provider along the care pathway. I am confident we can meet our long-term aspirations. We have great talent across our divisions, functions, and regions, and I am excited to play a role in helping us all row in the same direction.

CSO



Gabriela Kaynor
Executive Officer and Chief Strategy Officer

Profile

https://www.olympus-global.com/company/profile/officer/gabriela_kaynor.html

CMSO



Tetsuo Kobayashi
Executive Officer and Chief Manufacturing and Supply Officer

Evolving Our Foundations from *Monozukuri*—“Craftsmanship”—to *Kachizukuri*

In my capacity as CMSO, I coordinate manufacturing, repair, and procurement as well as our supply chain, all of which are core functions, and together these form the integral operational heart of Olympus. We are proactively advancing the deployment of measures designed to evolve our foundations from *monozukuri*—“craftsmanship”—to *kachizukuri* meaning “value-creation.” As a leading global MedTech company, we are committed to going beyond addressing the issues raised in warning letters from the FDA, along with developing a robust quality management system that prioritizes patient safety. Building a highly resilient supply chain from the perspective of business sustainability and continuously improving costs through digitalization and process standardization remain at the center of our efforts. To increase the effectiveness of these measures, we are also focusing on utilizing and reinforcing our skilled talent and diversity. Through these measures, we will continue to accelerate our evolution towards *kachizukuri*.

Profile

https://www.olympus-global.com/company/profile/officer/tetsuo_kobayashi.html

We Provide High Value-added Products and Solutions Based on Advanced Visualization and Therapeutic Technologies.

In the Therapeutic Solutions Business, we continue to focus on GI EndoTherapy, Urology, and Respiratory. To expand and upgrade our pipeline of next-generation products with an eye toward future growth, we clarify our core competencies and take into consideration factors such as resources and speed of development in proactively utilizing partnerships with other companies and M&A.

In the three focused therapeutic areas, we are making steady progress with our strategic products, especially EndoClot hemostatis powder for GI EndoTherapy and EBUS-TBNA scopes for Respiratory having achieved strong growth. In Urology, we are expecting iTind devices and single-use ureteroscopes to contribute to growth.

In response to feedback received from the healthcare professionals who had been telling us, "If we were able to see areas that need to be treated that we cannot see, the possibilities for treatment would expand," Olympus has been working to use endoscopy technologies to make previously invisible lesions visible. We should continue to bring about the evolution of this visualization technology for endoscopes. At the same time, I also believe that collaboration with healthcare professionals remains vital to identify unmet needs and provide optimal therapeutic options. Based on our advanced visualization and therapeutic technologies, we accelerate innovation with a long-term perspective and provide high value-added products and solutions to help patients receive optimal treatments.

TSD Head



Seiji Kuramoto
Executive Officer and
Therapeutic Solutions Division Head

Profile

https://www.olympus-global.com/company/profile/officer/seiji_kuramoto.html

CTO



Andre Roggan
Executive Officer and
Chief Technology Officer

Profile

https://www.olympus-global.com/company/profile/officer/andre_roggan.html

We Employ Cutting-Edge Technologies to Create Innovative Solutions for Better Clinical Outcomes, High Economic Efficiency, and Optimal User Experience.

As a leading R&D organization, our mission is always centered around the patient. We engage with clinical experts to understand unmet needs and areas for improvement. We screen emerging technologies to identify their application in our focus areas and target disease fields. Co-developing new solutions with healthcare professionals, maintaining strategic partnerships, and actively managing the digital transformation are important pillars in our aim to elevate the standard of care. Our strong commitment to invest in innovation will drive Olympus' growth.

Our mission is supported by permanently searching for improvements in our R&D processes and engineering capabilities to execute projects in a predictable and most efficient way. Product quality by design is a cornerstone of our development activities. Olympus' engineering workforce and their support functions are the drivers for innovation. We aim for a healthy and high performing organization that attracts talents, fosters creativity, and supports woman leadership and diversity. We consider our responsibility for a sustainable future in all our actions.

CHRO



Shigeto Ohtsuki
Executive Officer and
Chief Human Resources Officer

We Will Achieve Sustainable Growth by Uniting Our Efforts while Encouraging Employee Development.

Amid increasing expectations and responsibilities for patient safety and product quality, we have incorporated the values of "Patient Focus," which we have always been valuing, into the core values common to all employees in February 2024. Accordingly, the Global Leadership Competency Model (GLCM), common leadership guidelines, will also be updated. We support leaders around the world to embody "Leaders Developing Leaders" and enhance our IT infrastructure to enable them to access information on items such as talent management, compensation, training, and skill development while also encouraging the development of motivated employees by promoting "right people, right place" globally. At the same time, by encouraging efforts to realize diversity, equity, and inclusion, we will promote a Healthy Organization where every employee can perform at their best, which will lead to our sustainable growth.

Profile

https://www.olympus-global.com/company/profile/officer/shigeto_ohtsuki.html

Through the Elevate Program, We Are Setting Ourselves Up for a Strong Future.

In the second year of the *Elevate* program, I am both optimistic and excited about our direction. We have been doing the right things, such as addressing regulatory commitments; working very closely with regulators; enhancing our quality and compliance; and establishing patient safety as our guiding principle.

We are focused on the fundamental things. By building our quality systems and streamlining our organization, consolidating how we work, and investing in our IT systems, we will become more efficient and effective. We still have a lot of work ahead of us to deploy global quality system processes, enhance the effectiveness of our execution, and mature our QARA organization, but the progress we are making is palpable and evident in our early indicators.

Profile

https://www.olympus-global.com/company/profile/officer/boris_shkolnik.html

CQO



Boris Shkolnik
Executive Officer and
Chief Quality Officer



Neil Boyden Tanner
Executive Officer and
Global General Counsel

Profile

https://www.olympus-global.com/company/profile/officer/neil_boyden_tanner.html

Global General Counsel

Driving Sustainable Growth with Patient Safety Is at the Core of Olympus' Legal, Intellectual Property, Compliance, Risk, and Governance Programs.

As the Global General Counsel and overseeing Legal, Intellectual Property, Compliance, Risk, and Governance around the world, my primary goal is to ensure that we achieve sustainable growth while maintaining the highest standards of patient safety. I am proud to say that I lead teams who are committed to fostering a culture of transparency, accountability, and ethical decision-making across the organization. Olympus understands that by proactively managing risks, ensuring regulatory compliance, and promoting best practices in governance, we can mitigate potential challenges and create a strong foundation for our long-term success. By navigating the complexities of the healthcare industry responsibly and effectively, we improve patient safety, which in turn drives customer satisfaction, and leads to greater market penetration and increased stockholder value.