

ESG Strategy

Materiality Topics at Olympus

Olympus endeavors to build a strong and sustainable organization by working with regulators and stakeholders to remain a company with integrity and transparency. Meanwhile, we 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 company strategy, and enhance the affinity and consistency between our ESG strategy and company strategy, business strategy, and functional strategy to levels greater than previously seen.

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. It is also important to use these dialogues to appropriately understand their requirements and expectations of Olympus, in order to contribute to the sustainable development and progress of the world and of society. The environment surrounding corporations is changing from day to day, and society is also 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.

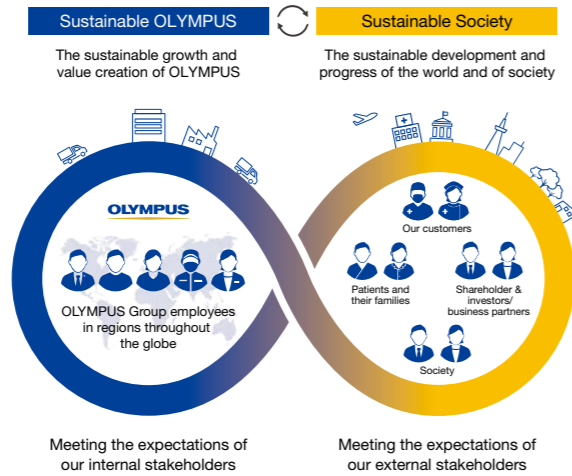
Sustainable Olympus: Putting Our Purpose into Practice

Contribute to improving the QOL of patients through value co-creation alongside physicians and medical institutions.

Olympus’ 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 and healthcare access.



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^{*1}. 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.

^{*1} 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

Materiality Topics at Olympus

In conjunction with the formulation of the company strategy, we reviewed our ESG strategy in fiscal year 2023. 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^{*2}. 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.

^{*2} Since identifying four materiality items in fiscal year 2020, we revised these to five materialities in fiscal year 2022 with the addition of “Carbon Neutral Society and Circular Economy.” In the revision of fiscal year 2023, the existing six important ESG areas and five materiality items were realigned into Six Focus Areas.

STEP 01

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 02

Assignment of Priority to Social Issues by Importance to Stakeholders

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

STEP 03

Assignment of Priority to Social Issues by Importance to Olympus

Assignment of priority to issues in terms of impact on Olympus’ business

STEP 04

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

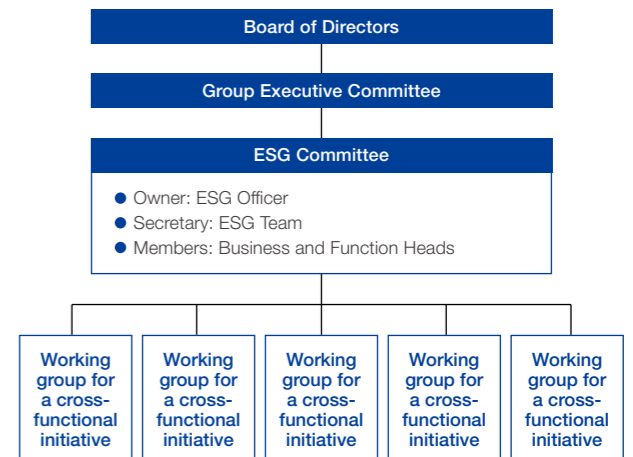
1 Top Priority Materiality Topics (Eight) 2 High Priority Materiality Topics (Nine)

Stakeholder Impact	High	<ul style="list-style-type: none"> 1 Business ethics and compliance 2 Human rights commitment in supply chain management 3 Scope 1 and 2 carbon emissions 4 Scope 3 carbon emissions 5 Water and waste management 6 Climate risk resilience 7 Corporate governance and reporting transparency 	<ul style="list-style-type: none"> 1 Contribution to health equity and access 2 Innovation for better healthcare outcome 3 Quality and safety in product, service, and solution 4 Supply chain risk mitigation and resilience 5 Workplace safety and human rights 6 Employee development and engagement 7 Diversity, equity, and inclusion 8 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 the 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	Mid	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 this 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 on 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.



Details : Basic Concept and Governance System: <https://www.olympus-global.com/csr/esp/>
ESG Strategy: <https://www.olympus-global.com/csr/strategy/>

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 healthcare professionals (HCPs).

Materiality Topics

Top Priority

- Contribution to health equity and access

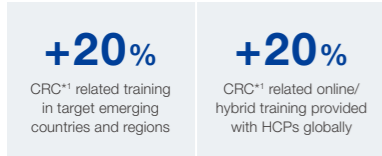
High Priority

- Innovation for better healthcare outcome
- Public awareness building on early detection and treatment

Others

- Corporate citizenship and philanthropy

KPI



FY2024 Achievements



Related Information

Integrated Report 2024 [See page 52](#)

Sustainability

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

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.

Materiality Topics

Top Priority

- Quality and safety in product, service, and solution

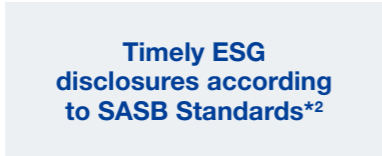
High Priority

- Business ethics and compliance
- Privacy, information, and cybersecurity

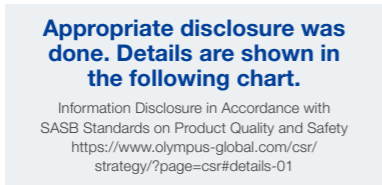
Others

- Risks and crisis management, risk culture
- Ethical marketing practice
- Innovation to improve manufacturing process
- Tax transparency

KPI



FY2024 Achievements



Related Information

Integrated Report 2024 [See pages 29, 32, 90](#)

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.

Materiality Topics

Top Priority

- Supply chain risk mitigation and resilience

High Priority

- Human rights commitment in supply chain management

KPI



FY2024 Achievements

- Globally expanded supplier visibility, collaborating with a leading risk solution provider to implement real-time monitoring and multi-tier risk identification across its supplier network.
- This enhancement, including BCP plans and ESG performance indicators, emphasizes our adherence to stringent compliance standards and strengthens supply chain resilience.

Related Information

Integrated Report 2024 [See page 71](#)

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.

Materiality Topics

Top Priority

- Diversity, equity, and inclusion

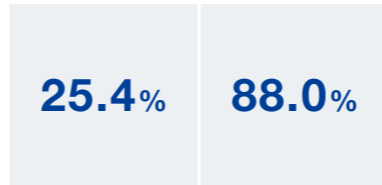
High Priority

- Employee development and engagement
- Workplace safety and human rights

KPI



FY2024 Achievements



Related Information

Integrated Report 2024 [See page 62](#)

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 that affects our business activities. We will continue to promote a variety of ongoing initiatives toward the achievement of carbon neutrality into the future.

Materiality Topics

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

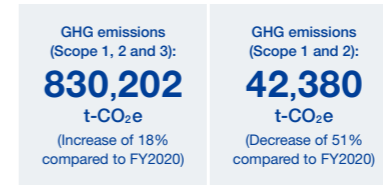
Others

- Environmental reporting transparency

KPI



FY2024 Achievements



Related Information

Integrated Report 2024 [See page 68](#)

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.

Materiality Topics

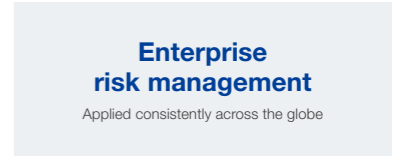
Top Priority

- Corporate governance and reporting transparency

Others

- Involvement of other stakeholders
- Diversity in the Board of Directors

KPI



FY2024 Achievements

- 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.

Related Information

Integrated Report 2024 [See page 76](#)

Sustainability

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

SDGs



*1 CRC: Colorectal cancer *2 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.

*3 Olympus Corporation