

To Enable Investments and Innovation for Long-term Growth

Global Target Operating Model—Improving Our Capability to Deliver on Our Mission, Targets, and Ambition

While striving to “make people’s lives healthier, safer and more fulfilling,” Olympus follows a clear value creation strategy to drive sustainable growth. To better equip the global organization to drive “Business and Global Expansion” as well as absorb “Strategic M&A” initiatives, the Chief Strategy Officer continues to pursue the effort launched in fiscal year 2024 to review Olympus’ global operating model in line with the strategic priorities of our company strategy.

We continue our journey to create an operating model that – building on our strategic imperatives – ensures transparent and fast decision-making across functions, divisions, and regions but also facilitates efficient resource allocation and ongoing capability development.

Continuously refining our approach, we structure work on our operating model along six themes, going forward, each looking at the way we work together from a different angle.

Organization Structure

We aim to improve the allocation of responsibilities and activities across headquarters, divisions, functions, and regions, as well as decide on the organization’s future footprint to enhance transparency and collaboration.

Processes

We aim to simplify and standardize processes to execute efficiently and unlock capital.

Governance

We will strengthen accountability and decision-making within the organization by bringing responsibilities and decision-making authorities closer to the actual execution.

Technology

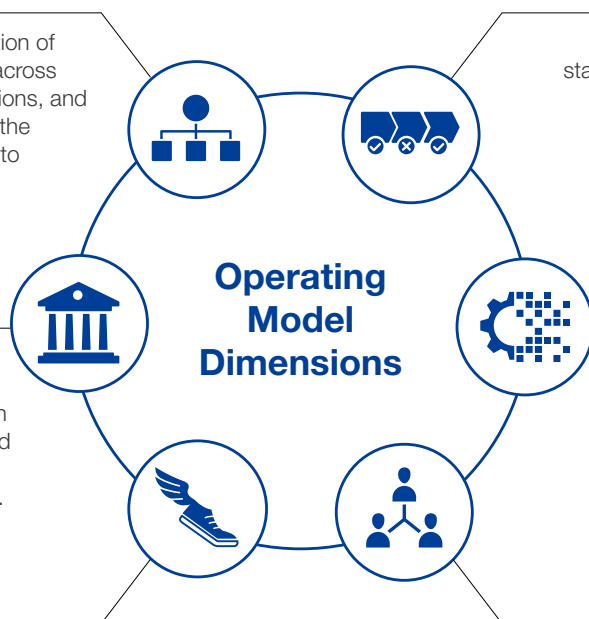
We will harmonize and enable our global operations by enhancing our tech stack* with a focus on better utilizing automation and artificial intelligence.

Performance

We will define key performance indicators (KPIs), financial targets, and reporting structures that align with our strategic direction, to better guide and monitor progress and performance across the organization.

People

We will focus on developing talent, fostering a performance-driven culture, and enhancing our operating model.



* A tech stack is the set of technologies, tools, and frameworks to develop, deploy, and maintain software products and solutions.

1 Fine-tune continuously our global operating model to unleash a **high-performing organization**

2 Facilitate **resource allocation and unlock capital** to invest into strategic priorities of our company strategy