

Responsible Supply Chain

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Olympus is committed to enhancing supply chain management (SCM) to ensure the stable delivery of products and services for our patients. As part of our ESG strategy, we identified supply chain risk mitigation and resilience as top priorities. We are dedicated to fostering strong relationships with our suppliers through fair, equitable, and transparent transactions.

Basic Approach and Policy

Olympus is committed to fostering sound and fair transactions, contributing to society's sustainable development through a supply chain policy established in June 2021. We also introduced the Olympus Group Green Procurement Standards, which reflect our environmentally conscious approach to procurement. Since then, we have communicated our supply chain stance internally and externally via our website and training sessions, while reinforcing compliance with laws, regulations, and social norms.

In 2023, we launched the Olympus Global Third Party Code, replacing the previous "Expectations of Suppliers." This code provides a globally consistent guideline for third parties, including suppliers, outlining the fundamental values, principles, and behavioral standards expected by Olympus. The code emphasizes compliance with laws, regulations, and social norms, including respect for human rights, elimination of antisocial influences, prohibition of corruption and bribery, promotion of fair and lawful transactions, and environmental stewardship. When selecting new suppliers, we rigorously evaluate their adherence to social norms and environmental standards as part of our screening process.

Our Global Procurement ESG strategy focuses on three key materiality topics under the Responsible Supply Chain initiative:

- 1. Supply Chain Risk Mitigation and Resilience:** To enhance resilience, we are implementing a multi-tier supply chain risk monitoring solution.
- 2. Social commitment in SCM:** We ensure adherence to the Olympus Global Third Party Code and monitor ESG risks within our supply chain, focusing on human rights.
- 3. Environmental Supplier Management:** We are establishing a baseline of CO₂ emissions from our suppliers and encouraging them to set science-based targets for our Science Based Targets initiative (SBTi*) certification.

Supplier Survey and Improvement Activities

Until fiscal year 2023, Olympus conducted annual web-based surveys of our significant suppliers worldwide, particularly those with ongoing business in Japan. In fiscal year 2024, we collaborated with a leading risk solution provider to enhance and upgrade these surveys into two comprehensive assessments: an ISO 22301-compliant BCP (Business Continuity Planning) assessment and an ESG assessment.

Before the end of fiscal year 2024, we launched the online BCP assessment to approximately 1,100 suppliers globally. At the start of fiscal year 2025, we also rolled out the ESG assessment to the same group of

suppliers. In the latter half of fiscal year 2025, we will analyze the responses and identify high-risk suppliers to focus on risk mitigation efforts.

Human Rights Initiatives

Olympus engages in global activities in the area of human rights due diligence in compliance with the UN Guiding Principles (UNGPs) on Business and Human Rights. In fiscal year 2022, Olympus implemented a human rights impact assessment that covered the entire Olympus Group and established a system to understand the management status of human rights issues within the Olympus Group in fiscal year 2023. In fiscal year 2024, we commenced implementing a system that was formulated in fiscal year 2023 to facilitate the understanding of the management status of human rights issues internal to the Olympus Group. The current status of the Olympus Group's major companies in each country was ascertained for 12 items including forced labor, child labor, working hours, humane treatment, elimination of discrimination and harassment, freedom of association, and the use of emerging technologies such as AI. Through this assessment, it was confirmed that all companies managed the assessed topics properly in accordance with local laws and regulations. Further, as far as the use of emerging technologies and AI in the field of human resources is concerned, while applicable laws and regulations are still in the process of being formulated in each country, the Olympus Group's companies in each country recognize that this is a notable topic in the years to come. Based on this assessment, we will review assessment items and implementation process and conduct surveys on a regular basis while also making improvements. The aim is to establish a PDCA cycle and deepen our efforts beyond just compliance with local laws and regulations.

Furthermore, through the human rights impact assessment conducted at a manufacturing site in Japan in fiscal year 2023, we identified the need to share within Olympus Group the standards for human rights that we are targeting. Hence, in accordance with the Olympus Global Code of Conduct and the Olympus Group Human Rights Policy, we have commenced formulating the Olympus Group Human Rights Guidelines (tentative name). These guidelines refer to the concrete requirements applicable to all Olympus Group companies with respect to eight human rights issues (working hours, wages and remuneration, harassment and violence, non-discrimination and equal opportunity, freedom of association and the right to collective bargaining, child and youth labor, forced labor, and occupational health and safety), as well as the grievance mechanism and remedy. We plan to use the guidelines to understand and assess the status of management of human rights issues more deeply.

Olympus conducted global human rights awareness activities through the use of e-learning and other means to introduce Olympus' responsibility to respect human rights in its supply chain and to provide an overview of the laws and systems in each country in fiscal year 2023. In Japan, 8,998 employees participated in this e-learning program (participation rate: 94%). Olympus will continue to carry out regular educational activities to improve the awareness of its employees regarding human rights.

* Information on Science-based Targets is available at <https://sciencebasedtargets.org>

Olympus Global Third Party Code

1. It Matters that We Create Quality Products and Services
2. It Matters to Provide a Safe, Inclusive, and Respectful Workplace
3. It Matters that We Conduct Business Lawfully and Ethically
4. It Matters that We Protect Company Information
5. It Matters that We Act with Integrity in Our Interactions with Customers, Business Partners, and Other Stakeholders
6. It Matters that We Are Good Corporate Citizens



Procurement: <https://www.olympus-global.com/csr/social/procurement/>
 Olympus Global Third Party Code: https://www.olympus-global.com/csr/governance/third_party_global/
 Human Rights: <https://www.olympus-global.com/csr/social/human-rights/>