

## 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 in order to become a leader in the healthcare industry as well as in ESG.

### Sustainability Governance System

Basic Concept and Governance System [🔗](#)

**Enhancing the links between management and sustainability:** Olympus has promoted sustainability management, including the designation of an ESG Officer, since 2021, and establishment of the KPIs specified in our medium- to long-term business plan. In addition, in fiscal year 2021, we made the decision to link a certain proportion of the Executive Officers' performance share unit (PSU), a part of our long-term incentive compensation, to the results of an evaluation by an external ESG evaluation organization. From fiscal year 2025, we revised the conventional structure of the performance evaluations for executive compensation, which used to be based only on the DJSI as an external evaluation indicator, thereby adopting a structure more comprehensive with the performance evaluation based on KPIs and targets in our own ESG strategy.

#### Established ESG Committee and strengthened sustainability strategy promotion system:

We established a new governance system at the group level starting from fiscal year 2024. Under this new governance structure, the ESG Committee, which mainly consists of heads of respective businesses and functions, drives and monitors the implementation of the ESG strategy. Under the ESG Committee, working groups are set for some ESG initiatives that require a cross-functional approach to implement the strategy. In addition, the progress, outcomes and issues in the implementation of ESG strategy are regularly reported to the Group Executive Committee and the Board of Directors. In fiscal year 2025, two regular reporting sessions were held in the Group Executive Committee and the Board of Directors. By receiving instructions and advice from the Group Executive Committee and the Board of Directors, the ESG strategy is appropriately implemented under a proper governance structure.

### Materiality Topics at Olympus

ESG Strategy [🔗](#)

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.\* 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

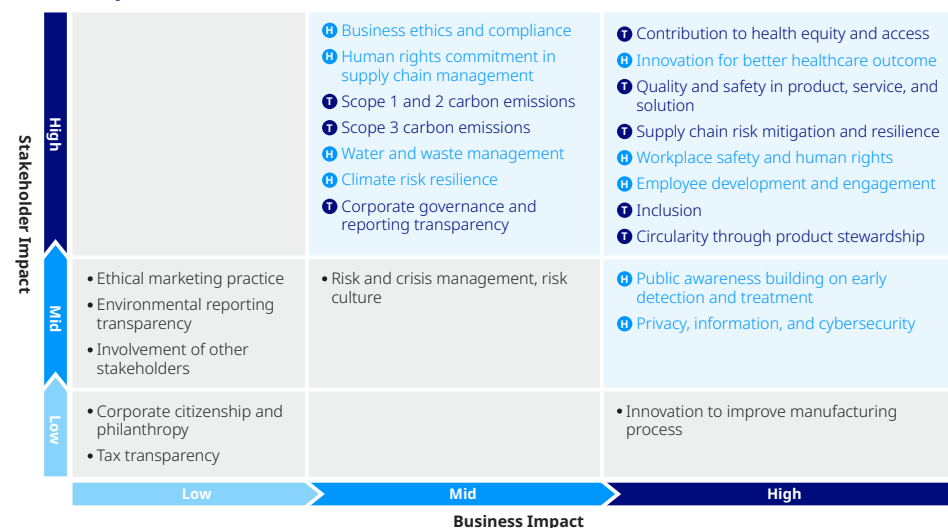
(importance to Olympus)” is carried out, with Olympus then assigning these to three levels of priority: Top Priority, High Priority, and Others. Furthermore, in April 2025, our commitment to cultivating an inclusive environment to enable all our employees the opportunity to succeed, previously represented as “Diversity, equity and inclusion,” was updated to be redefined under the name of “Inclusion.” In accordance with the update, some relevant materiality topics were reviewed to restructure 25 Materiality Topics into 24 Materiality Topics.

\* 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.









#### Materiality Matrix

● Top Priority Materiality Topics (Eight) ● High Priority Materiality Topics (Nine)



## Materiality Topics at Olympus

Six Focus Areas	Materiality Topics		KPIs	FY2025 Achievements
<b>Healthcare Access and Outcome</b> 	<b>Top Priority</b>	<ul style="list-style-type: none"> <li>Contribution to health equity and access</li> </ul>	<b>CAGR +20%</b> Colorectal cancer related training in target emerging countries and regions <b>CAGR +20%</b> Colorectal cancer related online / hybrid training provided with HCPs globally	<b>57 programs</b> (CAGR +280% compared to FY2024)
	<b>High Priority</b>	<ul style="list-style-type: none"> <li>Innovation for better healthcare outcome</li> <li>Public awareness building on early detection and treatment</li> </ul>		<b>87 programs</b> (CAGR +118% compared to FY2024)
	<b>Others</b>	<ul style="list-style-type: none"> <li>Corporate citizenship and philanthropy</li> </ul>		
<b>Compliance, Product Quality and Safety</b> 	<b>Top Priority</b>	<ul style="list-style-type: none"> <li>Quality and safety in product, service and solution</li> </ul>	<b>Timely ESG disclosures</b> according to SASB Standards*1	Appropriate disclosure was done. Details are available on the following website. <a href="#">Information Disclosure in Accordance with SASB Standards on Product Quality and Safety</a>
	<b>High Priority</b>	<ul style="list-style-type: none"> <li>Business ethics and compliance</li> <li>Privacy, information and cyber security</li> </ul>		
	<b>Others</b>	<ul style="list-style-type: none"> <li>Risk and crisis management, risk culture</li> <li>Ethical marketing practice</li> <li>Innovation to improve manufacturing process</li> <li>Tax transparency</li> </ul>		
<b>Responsible Supply Chain</b> 	<b>Top Priority</b>	<ul style="list-style-type: none"> <li>Supply chain risk mitigation and resilience</li> </ul>	<b>Annual assessment/monitoring for multi-tier supply chain risks</b>	<ul style="list-style-type: none"> <li>We expanded our global Supply Chain Visibility assessment to all direct material suppliers using a digital platform.</li> <li>In fiscal year 2025, we identified critical risks, enabling targeted mitigation.</li> <li>This proactive strategy strengthens resilience, enhances transparency, and ensures long-term operational continuity and sustainable growth through a robust, agile supply chain framework.</li> </ul>
	<b>High Priority</b>	<ul style="list-style-type: none"> <li>Human rights commitment in supply chain management</li> </ul>		
<b>Healthy Organization</b> 	<b>Top Priority</b>	<ul style="list-style-type: none"> <li>Inclusion</li> </ul>	<b>100%</b> Eligible male employees in Japan*2 take parental leave by FY2026 New KPIs and targets, which may differ based upon region, are under consideration along with changing the materiality topic from "Diversity, Equity & Inclusion" to a focus on "Inclusion."	<b>98.2%</b>
	<b>High Priority</b>	<ul style="list-style-type: none"> <li>Employee development and engagement</li> <li>Workplace safety and human rights</li> </ul>		
<b>Carbon Neutral Society and Circular Economy</b> 	<b>Top Priority</b>	<ul style="list-style-type: none"> <li>Scope 1 and 2 carbon emissions</li> <li>Scope 3 carbon emissions</li> <li>Circularity through product stewardship</li> </ul>	<b>Net-zero:</b> Net-zero GHG emissions across Scope 1, 2 and 3 by FY2040 <b>Carbon neutral:</b> Net-zero GHG emissions (Scope 1 and 2) from our site operations by FY2031	<ul style="list-style-type: none"> <li>We held briefings to help major suppliers grasp their greenhouse gas emissions and set reduction targets, and held individual interviews with suppliers who requested such information.</li> <li>Suppliers accounting for roughly 30% of Scope 3 emissions obtained the Science Based Target (SBT) certification.</li> <li>GHG emissions (Scope 1 and 2): <b>62% reduced</b> (compared to FY2020)</li> </ul>
	<b>High Priority</b>	<ul style="list-style-type: none"> <li>Water and waste management</li> <li>Climate risk resilience</li> </ul>		
	<b>Others</b>	<ul style="list-style-type: none"> <li>Environmental reporting transparency</li> </ul>		
<b>Corporate Governance</b> 	<b>Top Priority</b>	<ul style="list-style-type: none"> <li>Corporate governance and reporting transparency</li> </ul>	<b>Enterprise Risk Management:</b> Applied consistently across the globe	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.
	<b>Others</b>	<ul style="list-style-type: none"> <li>Involvement of other stakeholders</li> </ul>		

\*1 SASB Standards: Published by the Sustainability Accounting Standards Board (SASB; U.S.) to encourage the standardization of non-financial information disclosure. Industry-specific disclosure standards have been formulated.

\*2 Olympus Corporation