

## Responsible Supply Chain

Olympus is committed to enhancing supply chain management to ensure the stable delivery of products and services for our patients. Since 2021, we have expanded from a procurement policy to a global supply chain policy aligned with ESG. In 2023, we introduced the Olympus Global Third Party Code. This code serves as a global standard, outlining Olympus' values and expectations for third parties, including respect for human rights, fair and lawful transactions, environmental responsibility, and zero tolerance for corruption. These criteria are now part of our social and environmental standards. Under this framework, Olympus Group is committed to building and maintaining relationships with trusted suppliers through fair, just, and transparent business practices.

[Olympus Global Third Party Code](#)

### Three key topics as part of the focus area of Responsible Supply Chain

1. Improve supply chain risk mitigation and resilience by implementing a multi-tier supply chain risk monitoring platform that tracks risks across thousands of suppliers globally.
2. Enhance social (human rights) commitment across the end-to-end value chain: This includes requesting adherence with the Olympus Global Third Party Code as well as monitoring ESG risks in our supply chain.
3. Environmental Supplier Management: We began creating a baseline of CO<sub>2</sub> emissions from our suppliers, as well as asking suppliers to set science-based targets for our Science Based Targets initiative (SBTi\*) certification.

\* Please refer to the following website for information on SBTi certification: <https://sciencebasedtargets.org>

### Supplier Survey and Improvement Activities

Until FY2023	<ul style="list-style-type: none"> <li>Conducted annual web-based surveys of our major suppliers around the world with whom we have ongoing business in Japan.</li> </ul>
FY2024	<ul style="list-style-type: none"> <li>Collaborated with a leading risk solution provider to upgrade to two comprehensive assessments: ISO-compliant BCP assessment and ESG assessment.</li> <li>Launched the online BCP assessment for approximately 1,250 suppliers globally by the end of FY2024 and launched the ESG assessment for the same suppliers at the beginning of fiscal year 2025.</li> </ul>
FY2025 2H–	<ul style="list-style-type: none"> <li>Conducting on-site inspections and corrective guidance from a BCP and ESG perspective for certain high-risk suppliers.</li> </ul>

[Procurement](#)

### Human Rights

Olympus supports the United Nations Declaration of Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, the UN Guiding Principles on Business and Human Rights, and the 10 Principles of the United Nations Global Compact. To put international initiatives into practice in our business activities, we have also clearly spelled out respect for human rights in the Olympus Global Code of Conduct. In addition, we have formulated the Olympus Group Human Rights Policy that stipulates the implementation of human rights due diligence based on the UN Guiding Principles (UNGPs). We strive to respect human rights in the management of our businesses. We also expect our customers and business partners working with Olympus to uphold and respect human rights as a priority.

### Human Rights Due Diligence

FY2021–	<ul style="list-style-type: none"> <li>Became a member of Business for Social Responsibility (BSR), a global organization offering support to businesses in the field of human rights and sustainability, and engage in global activities in the area of human rights due diligence in compliance with the UNGPs on Business and Human Rights</li> </ul>
FY2022	<ul style="list-style-type: none"> <li>Implemented a human rights impact assessment that covered the entire Olympus Group</li> </ul>
FY2023	<ul style="list-style-type: none"> <li>Established a mechanism to grasp the status of the management of human rights issues internal to Olympus Group</li> <li>Implemented a human rights impact assessment at a medical-equipment manufacturing site in Japan with the cooperation of the BSR</li> </ul>
FY2024	<ul style="list-style-type: none"> <li>Conducted annual surveys on current conditions at Olympus Group's major companies in each country for nine items including forced labor, child labor, working hours, wages and benefits, discrimination and equal opportunity, elimination of harassment and violence, and freedom of association.                             <ul style="list-style-type: none"> <li>Through this assessment, it was confirmed that all companies managed the surveyed items properly in accordance with local laws and regulations.</li> </ul> </li> <li>Commenced formulating the Olympus Group Human Rights Guidelines in accordance with the Olympus Global Code of Conduct and the Olympus Group Human Rights Policy.                             <ul style="list-style-type: none"> <li>Formulated in FY2025</li> </ul> </li> </ul>
FY2025	
FY2026–	<ul style="list-style-type: none"> <li>Use the guidelines to understand and assess the status of management of human rights issues more deeply</li> </ul>

[Human Rights](#)