OLYMPUS

True to Life

Sustainability Report 2023

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Corporate Philosophy

All of our activities are based on our corporate philosophy, which consists of Our Purpose and Our Core Values.

OUR PURPOSE
Making people's lives healthier, safer and more fulfilling

Our Purpose

Making people's lives healthier, safer and more fulfilling

Supporting cutting-edge medical procedures. Helping make people feel safer and more secure. Through our business activities, we aim to contribute to global society by making these things happen. This is the purpose of our existence.

Our Core Values

Integrity, Empathy, Long-term View, Agility, and Unity

These values are shared among all global Olympus employees and are reflected in everything we do at Olympus. They are the very values that will let us realize Our Purpose.

Editorial Policy

About Sustainability Report 2023

The Sustainability Report 2023 is a PDF version of the information on our Sustainability page as of September 2023.

The Olympus Group's Sustainability information is reported on the Sustainability page.
In addition to annual updates in August, the Sustainability page is updated as needed to ensure timely information disclosure.
The Sustainability Report and Archives are available in the Sustainability Library.

- Sustainability Page
- Sustainability Library / Sustainability Report

Organizations Covered by the Report

Taking the Olympus Group as its basis, any references in this report that fall outside that basis are identified separately.
The descriptions used herein denote the following.

- Olympus Group: Olympus Corporation and subsidiaries (global)*
- Olympus: Olympus Corporation
- Japan subsidiaries: Major subsidiaries in Japan
- Subsidiaries outside Japan: Major subsidiaries outside Japan

*Some information for Evident Corporation, which assumed the Scientific Solutions Business, a non-ongoing business of Olympus Group, was excluded from reporting.

Period Covered by the Report

Latest annual update: FY2023 (April 1, 2022–March 31, 2023)
The report contains some information outside this period.

Reporting cycle, date of most recent report

Latest annual update: August 21, 2023 (in Japanese and English)
Previous annual update: July 25, 2022 (in Japanese and English)

Reference Guidelines

- GRI, Sustainability Reporting Standard
- Environmental Reporting Guidelines (2018) of the Ministry of the Environment, Japan
- Task Force on Climate-related Financial Disclosures (TCFD)

The ISO 26000 guidelines and the 10 Principles of the United Nations Global Compact were also used as reference when selecting items for inclusion in the report.

External Assurance

Environmental Data

- Scope of external assurance

  The amounts of CO_2 emissions in Scope 1, Scope 2 (location based and market-based methods), and Scope 3: Categories 1 to 7, 11, 12; and energy consumption, water usage, and waste discharged.

- External Assurance Organization

  SOCOTEC Certification JAPAN

Occupational Safety and Health Data

- Scope of external assurance

  Number of Lost Time Injuries , Lost Time Injuries (of one day or more) Frequency Rate (LTIFR), Number of Fatalities

- External Assurance Organization

  SOCOTEC Certification JAPAN

Contact

> Sustainability Contact Form

Message from Management

Since our founding, we have remained proud to have provided significant value to society for more than 100 years, making people's lives healthier, safer and more fulfilling around the world through our innovation. Since the development of the world's first practical gastrocamera in 1950, our commitment to delivering innovative technologies has allowed us to provide the global healthcare community with advanced medical equipment and services. We will further our focus on patient care pathways, from prevention through recovery, to help healthcare professionals deliver diagnostic, therapeutic and minimally invasive procedures to improve clinical outcomes, reduce overall costs and enhance the quality of life for patients and their safety.

We have made changes to our management structure as a shift towards the next level of growth in FY2024 and beyond. Under the new structure we will work in an even more unified manner to take a proactive approach to ESG - Environment, Social, and Governance - and actively strengthen our efforts to address our materiality. By embodying Our Purpose, we will continue to deliver innovations that only Olympus can create and contribute to helping our stakeholders, including our employees, solve challenges.

Director, Representative Executive Officer, and Executive Chairman and ESG Officer
Yasuo Takeuchi

Director, Representative Executive Officer, President and Chief Executive Officer
Stefan Kaufmann

Basic Concept and Governance System

Basic Approach to Sustainability

Putting Our Purpose into Practice as the Basic Premise of Sustainability

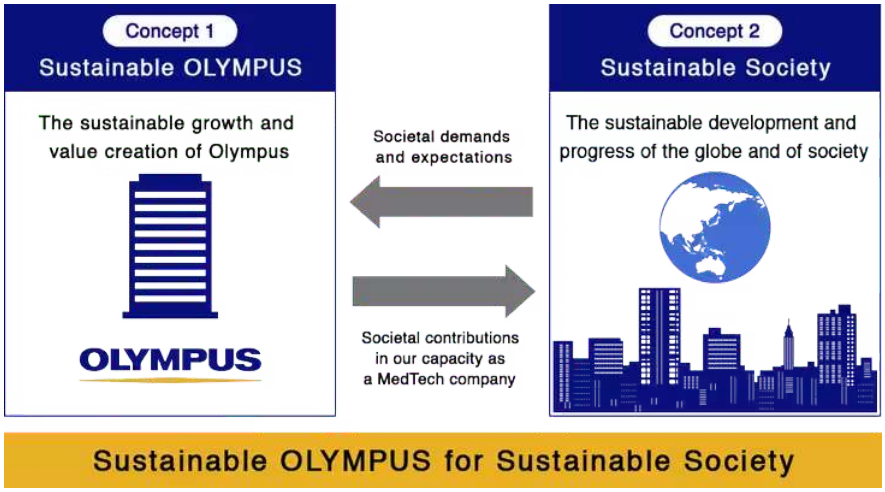
“Making people's lives healthier, safer and more fulfilling” is Our Purpose at Olympus.
Supporting cutting-edge medical procedures. Helping make people feel safer and more secure. Through our business activities, we aim to contribute to global society by making these things happen. This is the purpose of our existence. The basic premise of sustainability at Olympus is putting Our Purpose into practice.

› Corporate Philosophy

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.
The environment surrounding corporations is changing from day to day, while society too is undergoing major changes. One of the major goals of our sustainability initiatives is to establish an appropriate understanding of demands originating from outside the company, and work to address various social issues in our capacity as a MedTech company, while catering to the expectations of our stakeholders.

Basic Sustainability Concepts



Funding our journey and invest to create value for all stakeholders

Sustainable OLYMPUS: Putting Our Purpose into Practice

Contribute to improving the quality of life (QOL) of patients through value co-creation alongside physicians and medical institutions

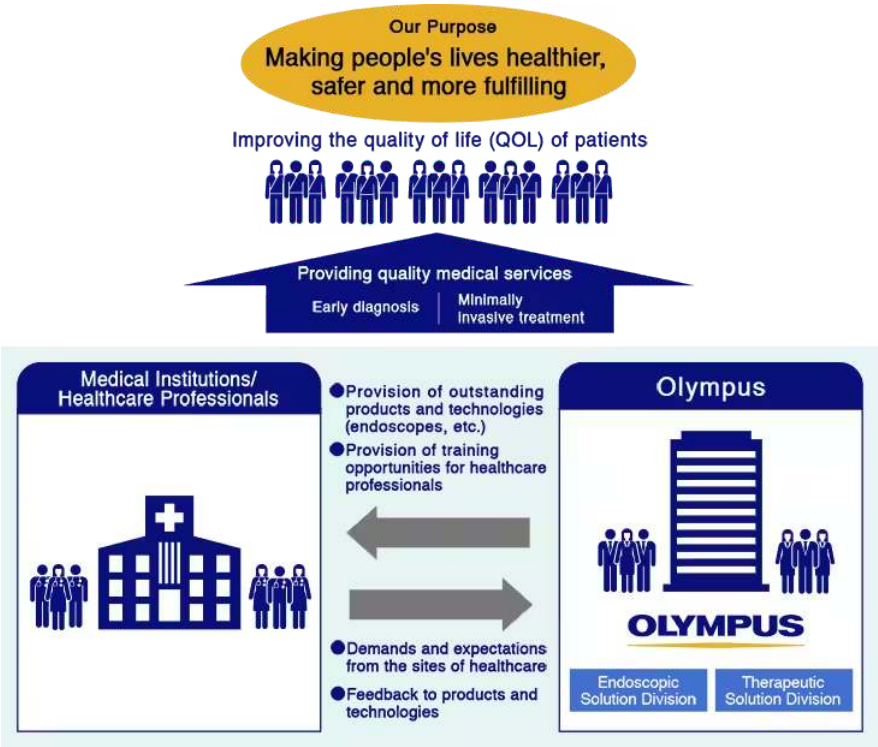
Olympus's medical business commenced with its development of the world's first gastric camera suitable to practical applications. This development was a direct response to the desire among physicians for a means for the early detection and diagnosis of gastric cancer to achieve reductions in the associated 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 (medical efficacy) and healthcare access (disseminating medical technologies of advanced medical efficacy).

- Founding of Olympus
- Our Business Fields

Olympus's Basic Business Structure



Maintain and enhance relationships of trust with stakeholders by emphasizing "dialogue" and "action"

Olympus promotes all of its business activities while responding to requests and expectations from society and fulfilling our duties and responsibilities based on our Corporate Philosophy. We understand that Olympus as a corporation deserves to continue to exist only when we fulfill our responsibilities through dialogs with stakeholders-including customers, suppliers, shareholders, investors, employees and their families, local communities, and international society. As part of our mission as a MedTech company, Olympus will continue to cater to the fundamental needs of people and of society throughout the globe through our business activities. We will meanwhile foster a corporate culture that enables each and every employee to perform at their best. We will additionally seek to grow sustainably and contribute to the further development of society.

Stakeholder Relations at Olympus

Sustainable Society: Contributions to the Sustainable Development Goals (SDGs)

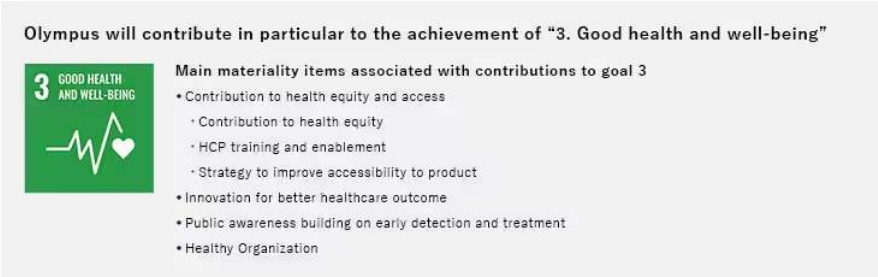
Decipher and elucidate the relationship between our business activities and the SDGs and establish business goals to which those activities should contribute

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*. 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's 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.

* 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.

Olympus and Its Relationships with the SDGs

Main materiality items associated with contributions to goal 3



Refer to the below regarding materiality associated with SDGs other than goal 3

> ESG Strategy

Sustainability 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 FY2021, we made the decision to link 10% 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.

Established ESG Committee and strengthened sustainability strategy promotion system

To enhance Olympus's ESG initiatives, we undertook a reconsideration of our promotion structure for sustainability strategies at the Group level in FY 2023. We then established a new sustainability governance system in April 2023. Under the new 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 outcomes and attendant challenges. We thus ensure that a proper and appropriate sustainability strategy is implemented based on the guidance and advice of the Executive Committee and the Board of Directors.

Sustainability Governance System

Company Strategy

Formulation of a new Company Strategy focused on "what lies ahead" of transformations to date toward our growth as a global MedTech company

Olympus announced the corporate transformation plan "Transform Olympus" alongside the Corporate Strategy in 2019. In the three years which followed this, we achieved significant transformations in all aspects of our business structure, organizational and operational model, employee awareness, corporate culture, and other relevant areas. As a result, our adjusted operating margin has significantly improved from its level of 9.2% in FY2019*, to 20.0% in FY2023.

Based on these transformations, in May 2023, Olympus announced a new company strategy toward achieving further growth as a global MedTech company. Going forward, in the new stage of "Shift to Grow," we aim to further solidify our growth trajectory by focusing on areas of disease which will be most conducive to Olympus demonstrating its best values, as well as by investing in the cultivation and development of new products and technologies that will contribute to improvements in healthcare standards. In addition, Olympus are focusing on quality assurance (QA) and Regulatory Affairs (RA), providing our high-quality products and services in line with long-term strategies, and striving to achieve sustainable business growth and increase corporate value, with patient safety set out as our foremost priority, and will thereby work actively to enhance the trust invested in us by our stakeholders.

* Includes adjusted operating margin from the Scientific Solutions Business/Imaging Business.

Positioning of ESG in the New Company Strategy

Olympus sets out "patient safety and sustainability," "innovation for growth," and "productivity" as our three priorities under the new Company Strategy. We will endeavor to build a strong and sustainable organization by working with regulators and stakeholders to remain a company with integrity and transparency. We will meanwhile actively aim to contribute to the realization of Our Purpose, namely 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 a key item among our priority initiatives, and will enhance the affinity and consistency between our ESG Strategy and Olympus's company strategy, business strategy, and functional strategy to levels greater than previously seen.

Guiding Principles

Patient safety and sustainability	1 Resolve pending commitments to the FDA, prove confidence with regulators
	2 Lead in organization health and ESG
Innovation for growth	3 Strengthen the Olympus brand, elevate the experience of our customers
	4 Grow our business through purposeful innovation and acquisitions
Productivity	5 Build a high performing organization focused on patient safety and product quality
	6 Ensure simplicity and operational efficiency

> Company Strategy

> Value Creation Model (PDF: 142.5KB)

Materiality Topics at Olympus

Process for Analysis and Identification of Focus Areas and Materiality Topics

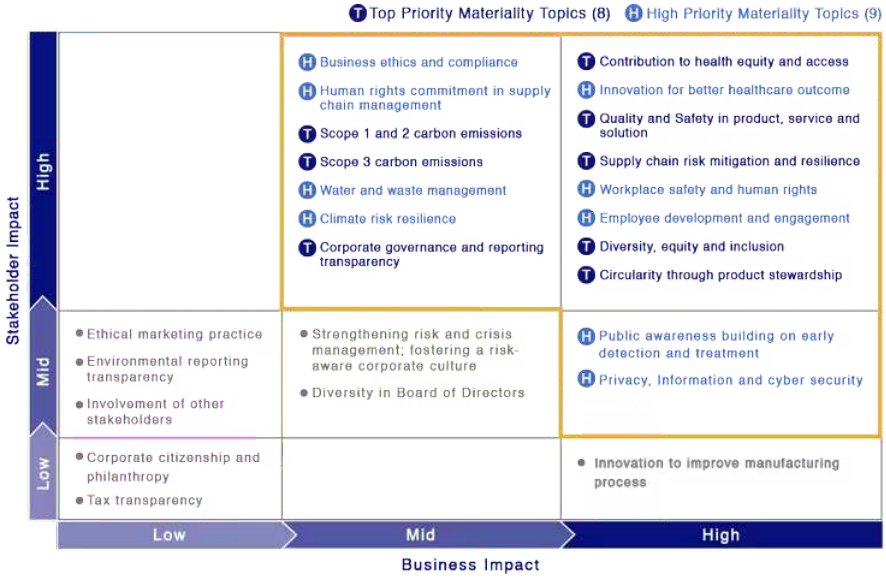
In conjunction with the formulation of the new Company Strategy, we reviewed and adjusted our ESG Strategy. In the review of materiality, we identified Six Focus Areas and 25 Materiality Topics falling under these Focus Areas, based on fresh input from our stakeholders, societal expectations and requirements, 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's 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 towards their achievement being actively managed. Progress statuses and new initiatives will also be actively discussed at ESG Committee and Board of Directors meetings.

* The existing six important ESG areas and five materiality items were realigned into Six Focus Areas.

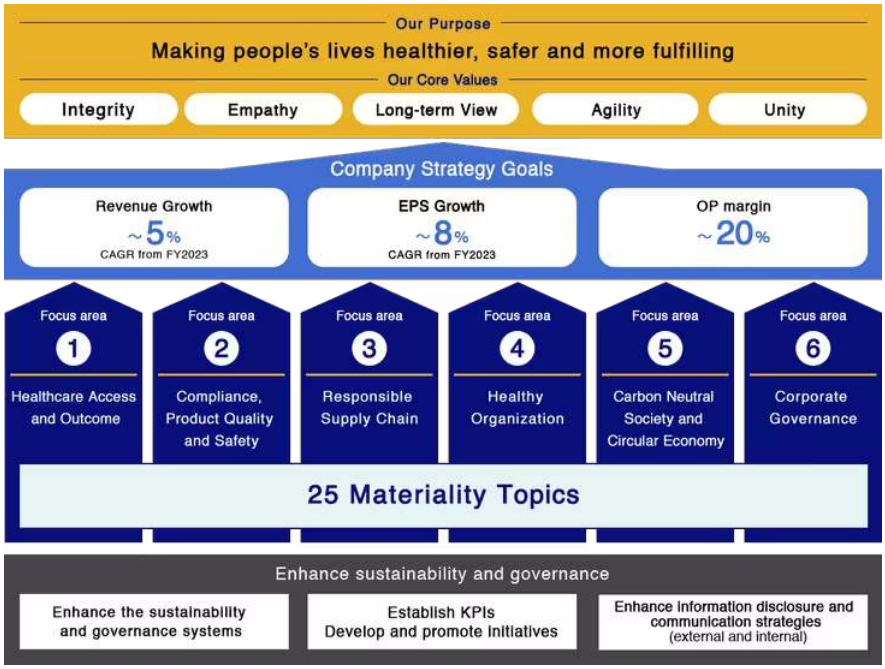
Materiality Matrix



Six Focus Areas and 25 Materiality Topics

The Six Focus Areas and 25 Materiality Topics are integral to Olympus’s corporate and business activities, and we will actively contribute to the resolution of a wide range of social issues through our activities related to these areas.

ESG Strategy Structure



Six Focus Areas

Focus Areas	Concept of focus area / focus rationale
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.
2 Compliance, Product Quality and Safety	As a company providing medical devices, Olympus's 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.
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.
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.
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 which affects our business activities. We will continue to promote a variety of ongoing initiatives toward the achievement of carbon neutrality into the future.
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.

List of Respective Materiality Topics by Focus Area

We have established KPIs for each of the items positioned as Top Priorities, and are managing our progress toward achieving these.

Six Focus Areas/25 Materiality Topics/Three Priority Categories

1 Healthcare Access and Outcome

Top Priority
- Contribution to health equity and access
  - Contribution to health equity
  - HCP training and enablement
  - Strategy to improve accessibility to product

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

Others
- Corporate citizenship and philanthropy

KPIs
- +20% CRC* related training in target emerging countries and regions
- +20% CRC* related online / hybrid training provided with HCPs globally

* CRC: Colorectal cancer

2 Compliance, Product Quality and Safety

Top Priority
- Quality and safety in product, service and solution

High Priority
- Business ethics and compliance
- Privacy, Information and cyber security

Others
- Tax transparency
- Ethical marketing practice
- Risk and crisis management, risk culture
- Innovation to improve mftg process

KPIs
- Timely ESG disclosures according to SASB Standards

3 Responsible Supply Chain

Top Priority
- Supply chain risk mitigation and resilience

High Priority
- Human rights commitment in supply chain management

Others

KPIs
- Annual assessment/monitoring for multi-tier supply chain risks

4 Healthy Organization

Top Priority
- Diversity, equity and inclusion

High Priority
- Employee development and engagement
- Workplace safety and human rights

Others

KPIs
- 30% Management positions held by women by FY2028 globally
- 100% Eligible male employees in Japan** take parental leave by FY2026

** Olympus Corporation

5 Carbon Neutral Society and Circular Economy

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

KPIs
- Net-zero: Net-zero GHG emissions across scope 1, 2 and 3 by 2040
- Carbon Neutral: In our site operations across scope 1 and 2 by 2030

6 Corporate Governance

Top Priority
- Corporate governance and reporting transparency

High Priority

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

KPIs
- Enterprise Risk Management: applied consistently across the globe

Contributions to Society through Our Medical Business

This section presents examples of Olympus’s contributions to society through its medical business.

Contributing to Society through Medical Business

This section gives an overview of Olympus's activities in the medical business, including technology development to enable early diagnosis and minimally invasive treatments using endoscopy, and support for the training of physicians.

Elevating the standard of care

This section presents Olympus's initiatives to elevate standards of healthcare, including educational support for healthcare professionals.

For the Benefit of Patients

This section presents initiatives to improve patient care pathways (prevention to recuperation).

Facts & Figures

This section presents various data illustrating the features and characteristics of Olympus.

Global Healthcare Data (PDF: 131.0KB)

This PDF compiles and makes publicly available healthcare data, including case numbers for cancers and other diseases.

Participating in External Initiatives

Commitment to External Initiatives

UN Global Compact

In October 2004, Olympus joined the UN Global Compact, agreeing to uphold its 10 principles.
The Global Compact is a voluntary initiative to create a global framework within which companies can contribute to good corporate citizenship and sustainable growth through responsible and creative leadership.
The 10 principles of the Global Compact are incorporated into our Olympus Global Code of Conduct and related policies, and are reflected in our business activities.
Olympus has supported initiatives on climate change as a signatory to the Global Compact's "Caring for Climate."
In addition, Olympus has expressed its support for the Global Compact Network Japan's "Tokyo Principles for Strengthening Anti-Corruption Initiatives" and participates in subcommittee activities by topic.

Task Force on Climate-related Financial Disclosures

The Financial Stability Board created the Task Force on Climate-related Financial Disclosures (TCFD) to improve and increase reporting of climate-related financial information including risks and opportunities. In April 2021, Olympus announced that it would endorse the final recommendations issued in June 2017 by TCFD.

External Evaluation Regarding ESG *As of December 2022

Selected for Inclusion in ESG Indexes

- Dow Jones Sustainability World Index (two consecutive years from 2021)
- Dow Jones Sustainability Asia Pacific Index (four consecutive years from 2019)
- FTSE4Good Index Series
- FTSE Blossom Japan Index
- FTSE Blossom Japan Sector Relative Index

External Evaluation Regarding ESG

- Obtained a A- rating in the climate change survey and a B rating in the water security survey by CDP Worldwide, an international NGO that aims at the realization of a sustainable economy (2022 for Olympus).
- Selected by CDP as a CDP 2022 Supplier Engagement Leader, the highest rating in the Supplier Engagement Rating (SER), which evaluates how effectively companies are working with their suppliers to address climate change challenges (two consecutive years since 2021 for Olympus).
- Listed in White 500, the Certified Health & Productivity Management Organization Recognition Program (seven consecutive years since 2017 for Olympus and 2021 for Olympus Marketing).
- Listed in the Certified Health and Productivity Management Organization Recognition Program (three consecutive years since 2021 for Aizu Olympus and in 2020, 2022, and 2023 for Olympus Marketing).
- Received Platinum Kurumin certification from the Ministry of Health, Labour and Welfare as a company with excellent initiatives to combine work and childcare and to promote ongoing initiatives (Olympus in 2022, and Olympus Terumo Biomaterials in 2021).
- Received Kurumin certification from the Ministry of Health, Labour and Welfare as a company with excellent initiatives to combine work and childcare (Olympus Marketing in 2020, and Aizu Olympus 2022).
- Received Eruboshi certification from the Minister of Health, Labour and Welfare as a company that actively promotes female workers (Eruboshi Grade 3 for Olympus in 2019).
- Olympus has established a dedicated consultation office in Japan to promote understanding and support for sexual minorities. Furthermore, we are implementing e-learning programs and ALLY activities led by volunteers to promote the understanding of LGBTQ issues. As a result of these activities, we received a "Silver" certification in the "PRIDE Index 2022," an evaluation index for LGBTQ initiatives in Japan.

Environmental Policy and Strategy

Basic Approach and Policy Promotion Structure Mechanisms and Initiatives Environmental Education and Awareness Activities

Basic Approach and Policy

The Olympus Group's environmental initiatives are founded on its Corporate Philosophy, the Olympus Global Code of Conduct and the Environmental Health and Safety Policy*. The Olympus Global Code of Conduct sets out our policy on the environment and the actions required. The objectives are described with clarity and detail in the Environmental Health and Safety Policy.

* In May 2015, we published the Olympus Group Environmental Policy. This was based on the Olympus Group Environmental Charter adopted in August 1992, to which we added aspects on both environmental protection and economic growth. This Environment Policy was then converted into the Environmental Health and Safety Policy in April 2021, by incorporating environmental health and safety policies to comprehensively manage our EHS activities.

Environmental Health and Safety Policy

Promotion Structure

In the Olympus Group, the CEO and the CHRO (Chief Human Resources Officer) are appointed as the top executive officers for the environment. Also, the Human Resources Head, who manages human resource development and general affairs including matters related to the environment, health and safety (EHS), serves as the top management for environmental affairs for the entire Group. Under the Environmental Health and Safety Policy formulated by the Human Resources Head, the EHS division plans and implements environmental measures and monitors environmental initiatives across the entire Group, such as the progress of energy reduction targets and implementation status of environmental measures.
We have environmental management divisions for each business division and Group company. The EHS division is responsible for environmental management for the entire Group. Since FY2015, the EHS division has created an information platform for the entire Group to enable efficient gathering of information on environmental initiatives at various global sites that are essential to environmental management, as well as environment-related data and the status of these sites in complying with laws and regulations. In FY2021, the Olympus Group obtained ISO 14001 multi-site certification*, which covers 2 group companies in Japan and Asia region, including the EHS division, to reinforce the group's environmental governance and streamline the environmental management.

* A system in which multiple factories and business offices are certified as a single organization

Environmental Management Structure

Status of Acquiring ISO14001 Certification in Olympus Group (As of August 2023)

Sites/Office			Date of certification acquisition	Multisite Certification	Site Single Certification
Japan	Olympus Corporation	Ishikawa Facility	March 2000	○	

Sites/Office			Date of certification acquisition	Multisite Certification	Site Single Certification
		Utsugi Facility	March 2000	○	
		Nagano Facility (Tatsuno)	February 1998	○	
		Nagano Facility (Ina)	May 2014	○	
		Shirakawa Facility	October 1998	○	
	Olympus Medical Systems Corporation	Ishikawa Facility	March 2000	○	
		Utsugi Facility	March 2000	○	
		Hinode Plant	July 1998	○	
	Nagano Olympus Co., Ltd.		February 1998	○	
	Aizu Olympus Co., Ltd		October 1998	○	
	Shirakawa Olympus Co., Ltd		October 1998	○	
	Aomori Olympus Co., Ltd		November 1998	○	
	Olympus Terumo Biomaterials Corp.	Mishima Plant & R&D Center	August 2020	○	
Americas	Olympus Surgical Technologies America National Service Center West		December 2005		○
	Olympus Corporation of the Americas ◆ Center Valley Pennsylvania Regional Headquarters ◆ Breinigsville Pennsylvania Distribution Center		September 2019		○
	Olympus Surgical Technologies America ◆ Bartlett Tennessee Manufacturing Facility ◆ Brooklyn Park Minnesota Manufacturing Facility ◆ Redmond Washington Manufacturing Facility		September 2019		○
Europe/Middle East	Olympus Winter & Ibe GmbH ◆ Hamburg Manufacturing Facility ◆ Teltow（Berlin）Manufacturing Facility		May 2001		○
	KeyMed (Medical & Industrial Equipment) Ltd. ◆ Southend-on-Sea Manufacturing Facility ◆ Bolton Manufacturing Facility		March 2002		○
	Algram Group Ltd.		January 2007		○
	Olympus Iberia S.A.U.		September 2018		○
Asia Pacific	GuangZhou Branch, Olympus Trading (Shanghai) Co., Ltd.		October 2004	○	
	Olympus Trading (Shanghai) Limited		February 2012	○	
	Olympus Vietnam Co.,Ltd.		April 2013	○	
	Olympus Australia Pty Ltd		August 2017		○
	Olympus New Zealand Limited		August 2017		○

Mechanisms and Initiatives

Long-term Targets and Measures

The Olympus Group is fully aware that the recent climate change and ecosystem deterioration, brought about by excessive environmental impact and pollution, is an issue we need to address promptly. In May 2021, we added "carbon neutral society and circular economy" to the materiality items. We also set ambitious targets of achieving carbon neutrality[*1] with respect to greenhouse gas emissions from our site operations (Scope 1 and 2[*2]) by 2030 and using electricity generated 100% from renewable energy for our site operations by 2030. In addition, in May 2023, we formulated and announced a target of achieving net zero[*3] greenhouse gas emissions throughout the entire supply chain (Scope 1, 2, and 3[*2]) by 2040.
To achieve this target, we continue to improve production efficiency and implement further energy-saving measures, as well as gradually replacing the energy used in our site operations[*4] with renewable energy sources by 2030. We are accelerating initiatives to reduce greenhouse gas emissions. We also recognize the importance of environmental impact reduction across the supply chain and continuously implement measures to develop environmentally-conscious products, improve logistics efficiency, set voluntary reduction targets in cooperation with suppliers, and support decarbonization initiatives.

*1 Carbon neutrality refers to reducing greenhouse gas emissions from site operations (Scope 1 and 2) and offset an amount equivalent to the remaining greenhouse gas emissions using carbon offsets, thereby achieving zero emissions overall.

*2 Scope 1: Direct greenhouse gas emissions by combustion of fuels in our sites.
Scope 2: Indirect greenhouse gas emissions from our sites use of electricity, heat or steam supplied by other companies.
Scope 3: Other, indirect emissions of greenhouse gas emissions (excluding Scope 1 and 2).

*3 Net zero means reducing greenhouse gas emissions (Scope 1, 2, and 3) as much as possible (at least 90%) in line with the latest climate science (1.5°C scenario) and using credits derived from carbon sequestration and removal (such as afforestation and CO2 capture and storage) for an amount equivalent to the residual greenhouse gas emissions (less than 10%) to achieve a balance.

*4 Excluding rental properties, such as sales sites.

Major Environmental Activity Results in Fiscal 2023

Primary Policy		Target	Measures	Achievements and Results	FY2024 Target
Promotion of environmental management	Enhancement of environmental governance system	Improve effectiveness and efficiency of the Environmental Management System	◆ Development of long-term environmental targets to reduce greenhouse gas emissions throughout the supply chain	◆ Setting of 2040 net zero target (Scope 1, 2, and 3)	Formulation of a plan to reduce greenhouse gas emissions throughout the supply chain and implementation of measures
			◆ Maintenance of ISO14001 certification	◆ Maintenance of ISO 14001 certification for global major manufacturing sites (Europe, Americas, Australia) ◆ Maintained ISO 14001 multi-sitecertification of 10 sitesin Japan and 3 sitesin Asia ◆ Conducted internal audits foradministrativefunctions of 8 sites inJapan and 2 sites inAsia.	Ensure appropriate response to indicated points in internal environmental audit and ISO14001 certification external audit
	Environmental risk reduction activities	Continue to improve the process to comply with environmental laws and regulations	◆ Enhance inspection for compliance status with environmental laws and regulations ◆ Education for environmental laws and regulations	◆ Inspection on the waste management process and operational improvements at each site in Japan ◆ Education on waste and chemical substance management at Olympus Surgical Technologies America (138 persons) ◆ Continue to improvethe related	Expand target sites for the Environmental/health and safety risk assessment Continue to improve the environmental regulatory compliance process for products and facilities

Primary Policy		Target	Measures	Achievements and Results	FY2024 Target
				internalrules for products andfacilities	
Environmental initiative throughout the product life cycles	Product-related initiatives	Create Olympus Eco-Products	◆ Continue to create products that are environmentally conscious and tailored to business characteristics	◆ Created new Eco-Products* (3 new, bringing the total to 668) * Including product creation results in past businesses (imaging, scientific solutions business, etc.)	Develop environmentally-conscious design mechanisms to improve resource recycling in product lifecycles
	Facilities-related initiative	Greenhouse gas emissions: achieve carbon neutrality (FY2031) Renewable energy rate: 100% (FY2031) Emissions volume intensity: improve by 1% year-on-year Water use intensity: improve by 1% year-on-year	◆ Continue to implement improvements such as improving manufacturing processes, saving of energy and material resources and introduction of renewable energy, etc., in accordance with local characteristics	Greenhouse gas emissions: reduced by 45.7% (compared to the FY2020) Renewable energy rate: 71.9% Emissions volume intensity: improved by 0.8% Water use intensity: improved by 8.6%	Greenhouse gas emissions: reduce by 55% (compared to FY2020) Renewable energy rate: 75% Emission recycle rate: 85% Improve water use efficiency (compared to FY2023)

Compliance with Environmental Laws and Regulations (FY2023)

Olympus continuously develops and maintains internal rules and regulations adapted to statutory requirements, and trains environmental managers and related personnel, as well as monitoring and improving on-site management.
In FY2023, there was one violation and another incident related to environmental laws and regulations, but an appropriate response was implemented and completed. There were no lawsuits, fines, or penalties.

Company Name	Content	Response
Olympus Corporation	Leak of treated effluent	Completed reinforcement of effluent pipe equipment (changed to a stronger material)
Olympus Corporation	The hydrofluoric acid effluent standards were briefly exceeded in effluent.	There was no external release of effluent with hydrofluoric acid and operational changes to treat effluent as industrial waste were completed.

Response to Climate Change

The Olympus Group recognizes that climate change is a serious issue that threatens the global environment, as well as having grave implications for the group's business activities. Based on this awareness, we announced our endorsement of the Recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD) in May 2021, as a part of our contribution to building a carbon neutral society and circular economy in our Corporate Strategy. According to the TCFD's recommendations, the Olympus Group will disclose its climate-related financial information in a timely manner.

◊ Governance

The Olympus Group endeavors to reduce the environmental impact from the entire value chain, including product development, procurement, manufacture, logistics, sales, and repair. Under the CEO and CHRO (Chief Human Resources Officer), who are the highest officers responsible for the environment including responses to climate change, the Human Resources Head, who manages the environment, health, and safety (EHS) functions, oversees matters related to the environment, health and safety (EHS) for the entire Olympus Group. In addition, an officer responsible for ESG (Environment, Social and Governance) was appointed and set targets for the ESG field including greenhouse gas emissions in the medium- to long-term business plan to promote ESG initiatives by the Olympus Group.

Under the Environmental Health and Safety Policy formulated by the Human Resources Head, the EHS division created an environmental action plan for the entire Olympus Group in line with the ESG targets set in the medium- to long-term business plan, monitors the status of progress of that plan, and makes continuous improvements. In response to progress reports, the highest officers responsible for the environment (the CEO and CHRO) give instructions for any improvements required. The Board of Directors monitors the status of the implemented climate change measures while receiving related reports as necessary. Also, to reinforce the commitment of management to the ESGs and climate change initiatives, 20% of the executive officers' performance-based stock remuneration, a part of our long-term incentive remuneration, is linked to the evaluation results of an external ESG evaluation organization.

> Environmental Health and Safety Policy

◊ Strategy

The Olympus Group identifies risks and opportunities related to climate change for the short-term, medium-term, and long-term periods by using scenario analysis. The influence of climate change on our business activities is analyzed based on the 2-degree scenario: RCP2.6, IEA B2DS (holding the increase in the global average temperature to below 2℃ above pre-industrial levels) and the 4-degree scenario: RCP8.5 and IEA CPS (where the increase is assumed to be up to 4℃ above pre-industrial levels), both of which were presented by the International Energy Agency (IEA). We identified that the major risks within the short-term period (one to five years) would be the suspension of factory operations or breakdown of the supply chain due to natural disasters; and the risks within the medium- to long-term period (10 to 20 years) would be an increase in business costs due to the introduction of carbon taxes and further tightening of greenhouse gas emissions regulations.

Although such climate change risks could affect our corporate strategy and financial plan, we assume that the scope of influence would be limited. For example, the geographical location of our factories in terms of natural disasters, such as typhoons, can be classed as a physical risk. We confirmed that our factories are at low-risk locations and a business continuation plan for each site was created in case of emergency. As a supply chain risk, the Olympus Group has experienced closures of sales sites due to typhoons and flooding across the world. Still, the influence was limited. We also expect an increase in operational costs due to carbon taxes etc. as a transition risk. However, the percentage of energy costs in the factories among overall business costs is small, and, therefore, the impact on our business will be limited.

As a climate-related change opportunity, we will continue development of environmentally conscious products with energy-saving and other functions, taking the rising requirement for such products, which contribute to greenhouse gas emissions reduction, as a business opportunity. However, we estimate the impact from this opportunity on our business will not be so large because the majority of our products are already small with low energy consumption, and the nature of our products and services are relatively independent from any impact from climate change.

The results of scenario analysis are reflected in the Olympus Group ESG strategy, and each responsible function implements specified measures.

	Environmental Changes	Risks	Opportunities	Measures
2℃ scenario	Stronger regulatory action for a low carbon society	<Transition risks> ◆ Increase in procurement and operating cost* due to carbon tax, carbon emissions trading and stronger regulatory action on greenhouse gas emission by various countries and decline in market competitiveness due to inability to meet stricter regulations on reduction of greenhouse gas emissions from our products	◆ Reduction of business costs by energy-saving measures ◆ Improvements in market competitiveness by development of environmentally conscious products ◆ Improvements in evaluation by stakeholders	◆ Improvements in energy efficiency ◆ Wider use of renewable energy ◆ Diversification of suppliers ◆ Support for setting voluntary greenhouse gas emission reduction targets and decarbonization activities in collaboration with suppliers ◆ Environmentally conscious design in the product/service design & development stage
4℃ scenario	Rise in temperature and increased extreme weather events	<Physical risks> ◆ Supply chain disruption caused by growing scale of natural disasters, such as typhoons, floods, etc. ◆ (Suspension of deliveries from suppliers and to customers due to suspension of distribution bases, repair centers and sales branches, etc.)		

* The calculated financial influence was approx. 600 million yen/year based on the carbon tax figures in the World Energy Outlook 2020 by the IEA (2020).

◊ Risk Management

During the management strategy and business plan formulation stages, the Olympus Group identifies risks that have the potential to impact the Group's business and identifies and evaluates those risks that could have significant impacts on business operations. These risks include regulations relating to the environment including climate change, technology and other transition risks, and physical risks resulting from natural disasters.
Identified risks are evaluated and prioritized by each organization based on the degree of impact in the case where a risk materializes and the possibility of occurrence, and based on the results, we formulate single-year and multi-year business plans to manage the risks. Regarding risks relating to environmental laws and regulations, the quality control function monitors developments concerning those environmental laws and regulations related to our products, and the environmental division of each company monitors regulatory developments relating to their business sites, and each periodically evaluates the status of compliance, and takes measures as necessary.
To address those risks that could have a particularly substantial impact on business operations, we periodically monitor the status of organizational risk management and report the results to the Group Executive Committee and Board of Directors. The CEO receives reports on the results of monitoring of the status of risk management, and if measures are ineffective, reviews action plans.

◊ Indexes and Targets

The Olympus Group has set targets of achieving carbon neutrality with respect to greenhouse gas emissions from our site oprations (Scope 1 and 2) by 2030 and using electricity generated 100% from renewable energy at our site operations by 2030. In order to contribute broadly to the development of a decarbonized society, we believe that it is necessary to take action concerning not just the Group's own greenhouse gas emissions, but all greenhouse gas emissions throughout the supply chain, and in light of this, in May 2023, we set and announced a target of achieving net zero greenhouse gas emissions throughout the entire supply chain (Scope 1, 2, and 3) by 2040. This target is in line with the high-level goal of 1.5°C set as a challenge target under the Paris Agreement.
Achievements during FY2023 include a 45.7% reduction in greenhouse gas emissions compared to FY2020 and a 71.9% introduction rate of electricity derived from renewable energy. To achieve our targets for 2030, we will improve manufacturing and introduce renewable energy at sites in countries around the world and continuously implement measures to develop environmentally-conscious products, improve logistics efficiency, set voluntary reduction targets in cooperation with suppliers, and support decarbonization initiatives.

> Long-term Targets and Measures

> Results

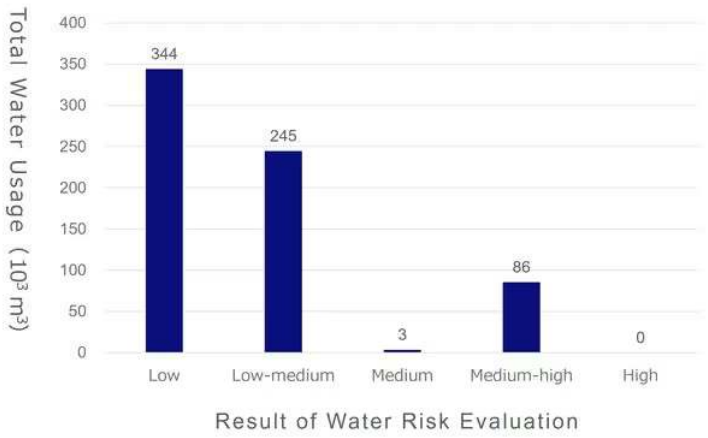
Response to Water Risk

Regarding our water risk management, an issue in which the world is taking a great interest, we confirmed that none of the major development and production sites in our Group have water risk that is extremely high. For this analysis, we used water risk assessment tools such the Aqueduct Water Risk Atlas by the World Resources Institute (WRI), and the Water Risk Filter by the World Wildlife Fund (WWF), which cover water risk in watersheds and the degree of impact on our operations. Although the influence of water risks on Olympus Group business is low, we are deploying various measures, such as choosing low water risk locations for business sites, reducing water usage in our business activities, assigning drainage system managers, and regular inspections of drainage water.

◊ Number of Major Sites in Different Risk Levels as Defined by the Aqueduct Water Risk Atlas

Low	Low - Medium	Medium - High	High	Extremely High
10	13	2	1	0

◊ Total Water Usage by the Result of Water Risk Evaluation as Defined by the Aqueduct Water Risk Atlas



Biodiversity Conservation

There is a concern that the loss of biodiversity will have a serious impact on the global environment and our lives.
The Olympus Group is working to conserve biodiversity, including the management of water use and wastewater and the maintenance of green spaces, through cleanup, forest conservation activities and tree planting activities in areas surrounding its facilities.
International initiatives such as TNFD[*1] and SBTs for Nature[*2] intended to preserve the natural capital of the land, seas, fresh water, and atmosphere, including biodiversity are currently being investigated and are expected to spread worldwide in the future. The Olympus Group is taking action in line with these trends by identifying risks and opportunities relating to natural capital and investigating responses.

*1 Task Force on Nature-related Financial Disclosures. An international organization that develops frameworks for appropriately assessing and disclosing risks and opportunities relating to natural capital and biodiversity in corporate activities. (Source: Ministry of the Environment)

*2 Science Based Targets for Nature. Measurable, actionable, and time-bound objectives relating to the interconnected systems of water, biodiversity, land, and oceans in value chains based on the best available science that allow actors to align with Earth's limits and societal sustainability goals. (Source: Ministry of the Environment)

Green Procurement

Olympus published the "Olympus Group Green Procurement Standard" in 2001.
The Green Procurement Standard, which is also posted on our website, explains the Olympus Group's approach to its environmental activities to all suppliers.
In addition, in our corporate survey that we conduct once a year targeting major suppliers around the world with whom we have ongoing business, we verify whether the suppliers have acquired ISO 14001 certification, reduced greenhouse gas emissions, water use and waste, and what measures they have taken against chemical substances.
In this way, we are working to raise the level of our environmental activities with suppliers.

> Olympus Group Green Procurement Standard

Environmental Education and Awareness Activities

The Olympus Group recognizes the importance of greater environmental awareness by each and every employee and full participation in environmental activities under the Environmental Health and Safety Policy. We are running more environmental awareness activities such as the Olympus Environment Day, a global group-wide event. In FY2022, as part of our Olympus Environment Day initiatives, an environmental e-learning program was conducted involving all Group employees, to promote group-wide awareness of important environmental issues, such as climate change, in working toward the long-term target of carbon neutrality, and the state of environmental activities throughout the Group. We held events adapted to regional characteristics to promote environmental awareness in our major sites with COVID-19 countermeasures implemented.
We have also introduced special training programs to improve our environmental management system and implement it effectively. These include programs on compliance with environmental laws and regulations, and ISO 14001 internal audits at facilities around the world, and site-specific environmental e-learning based on site conditions.

Major Environmental Education Programs (FY2023)

Classification	Target	Main Content
Basic education	**Recent graduate and mid-career employees**	Fundamental environmental education at the time of hiring recent graduate and mid-career employees (to gain understanding of environmental issues, corporate responsibility, and Olympus' environmental initiatives) ◆ Japan: 136 participants ◆ Americas: 50 participants ◆ China: 31 participants
	All employees	Environmental e-learning in line with World Environment Day (to gain understanding of social demands for environmental conservation and Olympus' environmental initiatives) ◆ Japan: 11,505 participants (environmental e-learning texts were distributed and are used in the Americas, Europe, and Asia) General environmental education for employees ◆ Japan (implemented at manufacturing and sales sites): 4,278 participants
Professional education	**Environmental Managers / Environmental Secretariat**	To understand responsibilities and roles of the Environmental Managers and the Environmental Secretariat (compliance with environmental laws and regulations, key points for establishing effective EMS, etc.): 4 participantss
	Target employees	Specialized environmental education for personnel who perform environmental work (to enhance knowledge and skills relating to prevention of pollution, waste management, chemical substance management, and other topics) ◆ Japan: 1,108 participants ◆ Americas, Europe, Asia: Implemented at manufacturing sites

Reduce Environmental Impact

Energy/Atmospheric Release | Water/Emission | Product Life Cycle Assessments | Examples of Environmentally Conscious Products

Basic Approach

The Olympus Group is implementing a variety of environmental activities while assessing the environmental impact of its business activities with precision and with awareness of the scale of the impact on and risk to the environment. Also, following the diversification in our suppliers and with an awareness of climate change as a major environmental issue impacting our business activities, we continue to implement measures to assess information on energy conservation and regulations on reducing greenhouse gas emissions and responding to sudden flooding damage. At the same time, we actively develop and market environmentally conscious products that contribute to resolving issues with climate change and water risk.

Initiatives

* Figures for each fiscal year are calculated using figures from the Medical Business (excluding the imaging business and scientific solutions business) only, including past information.) only, including past information.

Material Balance（FY2023）

Resource and Energy Input

Energy (Total) 271,527 MWh (-0.2%)★

Electric power	37,515MWh (-62%)★	Gasoline	3,956kL (-10%)★
City gas	5,322 thousand m^3 (-1%)★	Hot water	1,512GJ (-34%)★
LPG	1,360t (-2%)★	District heat	2,280MWh (0%)★
LNG	0t (-100%)★	Green electricity	95,488MWh (227%)★
Heavy fuel oil	200kL (-1%)★	Solar power [internal]	620MWh (18%)★
Kerosene	32kL (-11)★	Solar heat [internal]	382GJ (-16%)★
Diesel fuel	814kL (-6%)★		

Chemical Substances [PRTR Substances Handled] 31t (-13%)
* Production sites in Japan only

Water (Total) 707 thousand m^3 (7%)★

Piped water	336 thousand m^3 (17%)★
Ground water	371 thousand m^3 (0%)★

Raw Materials and Sub-Materials * Production sites in Japan only

Metal:	Steel, alminium, brass
Plastics:	Optical plastics, ABS, PC, polyethylene, polypropylene

Office Supplies

Business Activities

Development and Manufacturing

(Research) Development

▼

Production

▼

Discharge of Environmentally Harmful Substances

Greenhouse Gases (Total) 46,341t-CO_2e (-39%)★

CO_2 generated from energy	46,338t-CO_2e (-39%)★
CO_2 not generated from energy	3t-CO_2e (93%)★

Substances Emitted

NOx	26t (-41%)
SOx	0.3t (-1%)

Chemical Substances (PRTR substances emitted and transferred) 10.6t (-10%)
* Production sites in Japan only

Discharge to Water Systems (Total) 707 thousand m^3 (7%)

Water discharged (public waters)	242 thousand m^3 (-1%)
Water discharged (sewage)	465 thousand m^3 (12%)
BOD（t）	0.8t (14%)

Discharge (Total) 5,311t (17%)★

Amount recycled	4,362t (13%)★
Other waste	949t (40%)★
Landfill	220t (137%)★
Hazardous waste	207t (10%)★

CO_2 Emissions during Transportation (Total) 50,543t-CO_2e (31%)

Resource and Energy Input		Business Activities	Discharge of Environmentally Harmful Substances	
Copy paper	143t (-12%)	**Sales and Logistics** Logistics ▼ Sales ▼ Repair and Service	**Product Shipments**	
Transporation Fuel			**Main products** (Total)	27,302t (9%)
Transportation: Gasoline, diesel fuel, etc.				
Packaging Materials (Total)	905t(9%)			
Cardboard	514t (12%)			
Paper	188t (6%)			
Plastic	180t (5%)			
Metal	0t (0%)			
Glass	0t (0%)			
Others	23t (-12%)			

Note: Percentages in parentheses indicate changes from the same period of the previous year.
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Energy/Atmospheric Release

Internal (Scope 1, 2) Results

FY2023 Targets	FY2023 Results	Main Measures	FY2024 Targets
Greenhouse gas emissions: achieving carbon neutrality (FY2031) Renewable energy rate: 100% (FY2031)	Greenhouse gas emissions: reduced by 45.7% compared to FY2020 Renewable energy rate: 71.9%	◆ Ongoing implementation of manufacturing improvement activities ◆ Introduction of energy saving equipment ◆ Ongoing implementation of energy-saving activities on a daily basis, including switching off lights and adjusting air-conditioning temperatures ◆ Introduction of environmentally conscious cars ◆ Effective use of renewable energy	Greenhouse gas emissions: reduce by 55% compared to FY2020 Renewable energy rate: 75%

In May 2021, the Olympus Group set a target of achieving carbon neutrality for greenhouse gas emissions from its site operations (Scope 1 and 2) by 2030. While continuing to promote manufacturing improvement activities and energy-saving measures, we are working to reduce greenhouse gas emissions by promoting the introduction of renewable energy at our operation sites. In addition, at sites where energy use is high, we are promoting initiatives by appointing our own experts and establishing a system to promote energy conservation.

In FY2023, continual improvements in manufacturing, energy-saving measures, updates company cars to environmentally conscious cars and the use of renewable energy were implemented at its sites around the world. Aomori Olympus installed static electricity removal sheets in its air conditioning equipment to improve operating efficiency and is taking action to reduce energy losses by installing air flow meters to identify air leaks and implementing countermeasures. KeyMed (Medical & Industrial Equipment) Ltd. in Europe switched some of its company vehicles used for sales activities to electric vehicles.

In April 2022, we converted 100% of the electricity used at major development and manufacturing sites in Japan (10 sites) to electricity derived from renewable energy sources. Also, Olympus Terumo Biomaterials Corp. introduced and started operation of solar power generating facilities under a Power Purchase Agreement (PPA) in February 2023 and converted 100% of the electricity it uses to electricity derived from renewable energy sources in April 2023. In the Americas, Olympus Surgical Technologies America (Gyrus ACMI, Inc.) converted 100% of the electricity it uses at its Redmond site to electricity derived from renewable energy sources in April 2023.

When building new sites or renovating existing sites, Olympus constructs structures that take the environment into consideration. In Europe, Olympus Medical Products Portugal, Unipessoal LDA, constructed a new building at its medical repair site and installed energy-saving lighting, air conditioning, and other equipment and introduced electricity derived 100% from renewable energy sources.

For broader use of renewable energy, studies are focusing on widespread adoption, economic feasibility and other factors in each country. The renewable energy use rate vis-á-vis the total electric power consumption increased substantially to 71.9% (compared to 23.3% in the previous year).
Olympus Corporation participates in the Carbon Neutral LNG Buyers Alliance as a part of new initiatives to reduce greenhouse gas emissions, and has started to introduce carbon neutral LNG[*1] to the Hachioji Facility.

*1 Carbon neutral LNG: A type of LNG that offsets greenhouse gases generated in the processes from the extraction to the burning of natural gas with carbon credits created by environmental conservation projects.

> Carbon Neutral LNG (Only in Japanese)

Solar power generating facilities at Olympus Terumo Biomaterials

Green Energy Certificates

Olympus Europa SE & Co. KG (Germany)

KeyMed (Medical & Industrial Equipment) Ltd. (UK)

Algram Group Ltd. (UK)

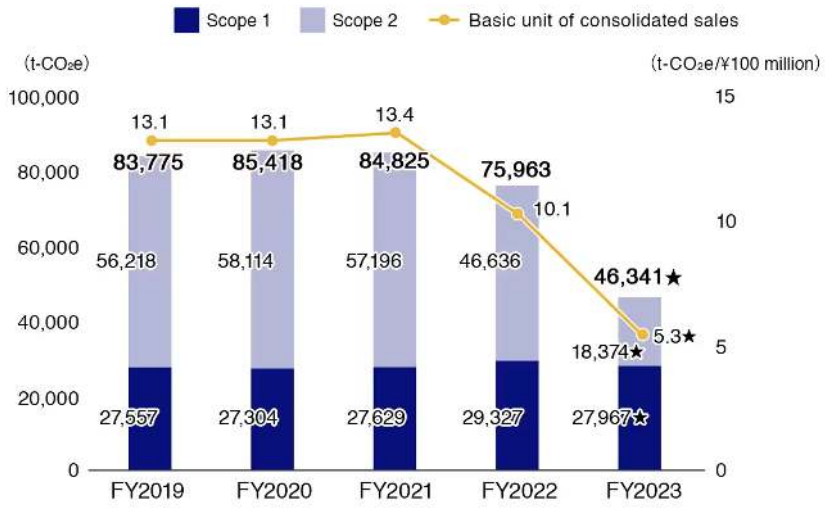
Olympus Medical Products Portugal, Unipessoal LDA (Portugal)

Olympus Surgical Technologies America: Redmond (Gyrus ACMI, Inc.) (USA)

Olympus Surgical Technologies America: Bartlett (Gyrus ACMI, Inc.) (USA)

Logo for the Carbon Neutral LNG

Greenhouse gas emissions/intensity (Scope 1, 2)



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External (Scope 3) Results

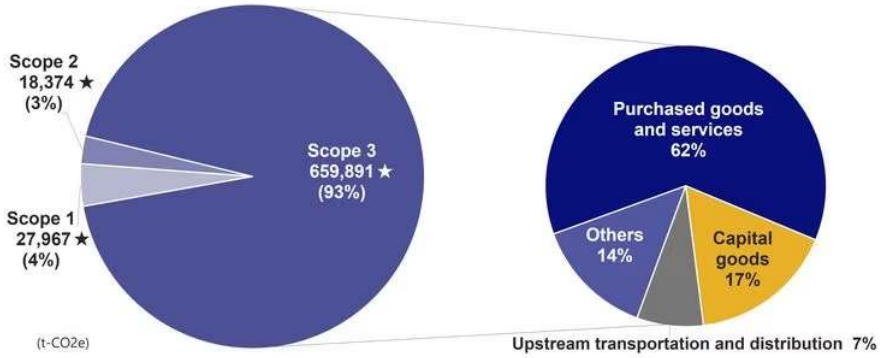
The Olympus Group ascertains and calculates greenhouse gas emissions throughout the entire supply chain for each category and is taking action to reduce greenhouse gas emissions in the entire supply chain through green procurement, improvement of logistical efficiency, development of environmentally conscious products, and other measures. These efforts have been highly evaluated, and Olympus was selected by CDP,* an international non-profit organization, as a CDP 2022 Supplier Engagement Leader, the highest rating in the Supplier Engagement Rating (SER). This was the second consecutive year in which Olympus was selected.

Scope 3 greenhouse gas emissions account for approximately 90% of all Olympus Group supply chain greenhouse gas emissions (Scope 1, 2, and 3) and are vastly higher than the emissions from its site operations (Scope 1 and 2). Among Scope 3 emissions, the percentages from purchased goods and services (category 1), capital goods (category 2), and upstream transportation and distribution (category 4) are high.

In FY2023, we address purchased goods and services (category 1) by analyzing and evaluating the impact of CO2 for each supplier with which we do business and requested the cooperation of suppliers in Japan with measures to set environment targets with the aim of achieving carbon neutrality (targets in line with the 1.5°C target of the Paris Agreement) and curtail greenhouse gas emissions. In the future, we will continue our efforts to ascertain and manage greenhouse gas emissions throughout the supply chain and collaborate with suppliers to set voluntary reduction targets, support decarbonization efforts, and reduce greenhouse gas emissions.

* CDP is an international non-profit organization founded in the United Kingdom in 2000. CDP collects, analyzes and evaluates information on the environmental activities of major companies around the world, and discloses the results of these to institutional investors

Greenhouse Gas Emissions (Scope 3)



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Category 4: Upstream Transportation and Distribution Results

FY2023 Results	Main Measures
Greenhouse gas emissions: increased by: 25.1% (compared to FY2020)	◆ Enhanced loading efficiency by improving packaging size and strength ◆ Reduced transportation weights by improving packing and packaging methods ◆ Shortened lead times and transportation distances by improving logistics routes

The Olympus Group is engaged in reducing logistics-related greenhouse gas emissions at each of its sites. We continue with improvements, including optimizing the loading efficiency of transportation containers by products type and shape, consolidating logistics sites for transportation efficiency and direct shipping by reviewing logistics routes. In FY2023, greenhouse gas emissions rose due to increased transportation of products in conjunction with higher sales, but we were able to reduce greenhouse gas emissions generated during transportation by switching some of the air and charter flights used for domestic transport to JITBOX charter flights* and taking other measures.

* JITBOX Charter Service: A service that allows customers to request pallets of roll box cargo and combine them with other companies' cargo for transportation at a high loading rate.

› ESG Data

Water/Emission

Water Use/Wastewater Results

FY2023 Targets	FY2023 Results	Main Measures	FY2024 Targets
Water use intensity: improve by 1% compared to FY2022	Water use intensity: improved by 8.6% compared to FY2022	◆ Improvements in water use processes ◆ Implementation of measures against water leakage during equipment inspections	Water use efficiency: improve compared to FY2023

FY2023 Targets	FY2023 Results	Main Measures	FY2024 Targets
		◆ Implementation of secondary use of water	

The Olympus Group uses water mainly in production processes, such as for cleaning components and cooling, as well as in its dining halls. We implement thorough wastewater control by adopting stricter standards than the legal requirements in each region, and we continue to reduce water consumption and wastewater emissions by setting targets in those sites that have high water consumption. We are also acting to conserve water resources under collaborations with local communities at each site.

In FY2023, we assessed the water risks at each of our sites using water risk assessment tools (e.g. Water Risk Filter, Aqueduct), hazard maps, and their water usage. In Japan, our Nagano Facility makes effective use of waste water from the purification of deionized water by collecting it for secondary use in the manufacturing process, the Shirakawa Facility has reduced water consumption by shortening the time required for washing with hot running water after surface treatment in the manufacturing process; and Aizu Olympus has reduced water consumption in the painting process by changing the cleaning process from small lot processing to batch processing and introducing water-saving shower washing machines in a separate process. KeyMed (Medical & Industrial Equipment) Ltd. in Europe purifies and reuses water from the painting process.

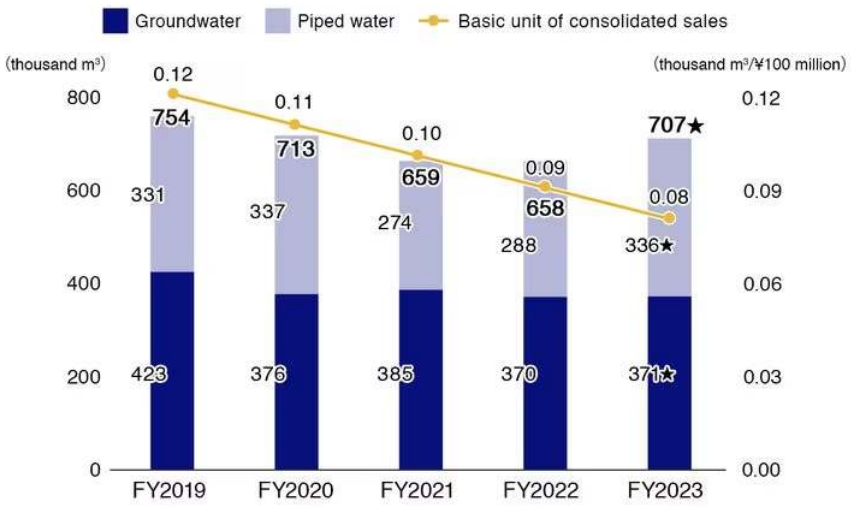
At our Nagano Facility, with the consent of the local fishery cooperative, wastewater is continuously monitored, and regular inspections of water treatment facilities are carried out to ensure strict water management so as to minimize the impact on the ecosystem. The Nagano Facility also helps maintain the local forest that serves as a water source for the area under a Forest Fostering Agreement concluded with the Monzen Forest Association and Tatsuno Town in Nagano Prefecture. Olympus Surgical Technologies America (formerly Gyrus ACMI, Inc.) in the U.S. received a Gold Award* in recognition of long-time efforts to maintain compliance with the industrial wastewater discharge permit requirements set by King County, Washington.

To preserve water resources, wastewater is continuously monitored and regular inspections of water treatment facilities are carried out at our Nagano Facility with the consent of the local fishery cooperative to ensure strict water management so as to minimize the impact on the ecosystem. The Nagano Facility also helps maintain the local forest that serves as a water source for the area under a Forest Fostering Agreement concluded with the Monzen Forest Association and Tatsuno Town in Nagano Prefecture. Olympus Surgical Technologies America (formerly Gyrus ACMI, Inc.) in the U.S. received a Gold Award* for the second consecutive year in recognition of long-time efforts to maintain compliance with the industrial wastewater discharge permit requirements set by King County, Washington. In Europe, Olympus Medical Products Portugal, Unipessoal LDA introduced a water treatment system for industrial wastewater and reuses all treated water to water gardens to effectively use water resources.

* Presented to companies that have met the standard of the Gold Award set in the program of industrial wastewater discharge permit requirements by King County, Washington.

> Commitment-to-Compliance Award

Water Use



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Water Use

> ESG Data

Wastewater Results

ESG Data

Emission Results

FY2023 Targets	FY2023 Results	Main Measures	FY2024 Targets
Emission intensity: improve by 1% compared to FY2022	Emission intensity: improved by 0.8% compared to FY2022	◆ Reduction of process defects ◆ Promotion of recycling by thorough separation ◆ Promotion of reusing package materials ◆ Extracting valuable materials from wastes	Emission recycling rate: at least 85%

The Olympus Group is working continually on reducing losses in manufacturing processes by making improvements to them and efficient use of resources, including thorough waste separation to reduce waste discharge, extract valuable materials and promote recycling.
In FY2023, paper usage was significantly reduced at our development sites and offices due to digitalization associated with increased remote working progressed by our Work Style Reform. In Japan, we are working to reduce the amount of corrugated cardboard used by making products without packaging, reduce waste by using returnable containers and expand the reuse of cushioning materials. The Olympus Medical Systems' Hinode Plant is converting production equipment into valuable resources at the time of disposal, and when the building at the Hachioji site in Tokyo was refurbished, excess fixtures were donated to a non-profit organization, thereby promoting the effective use of resources. Olympus Surgical Technologies America Inc. provides an intra-company awareness raising program to help employees increase the recycling rate, and at the Bartlett sites, PPE waste (personal protective equipment used at medical facilities, etc.) is now being recycled. In addition, the Bartlett site signed up to the "Tennessee Recycling Coalition"* to explore new ways of recycling, develop and expand the reuse and recycling market, and continue to study ways to further reduce waste. In Europe, Olympus Surgical Technologies Europe is reducing waste by promoting recycling of paper towels.
In FY 2023 hazardous waste emissions increased by 10% compared to the previous fiscal year due to higher production at sites in various countries around the world as well as higher usage of cleaning agents and other materials during production and repair processes in conjunction with the start of operations at a new repair site in Europe, but we are transitioning to the use of safe chemical substances and properly managing waste at each site.

* Tennessee Recycling Coalition: A non-profit organization dedicated to promoting recycling and sustainable materials management practices in Tennessee, U.S.

Recycling of PPE waste (personal protective equipment at medical sites, etc.)

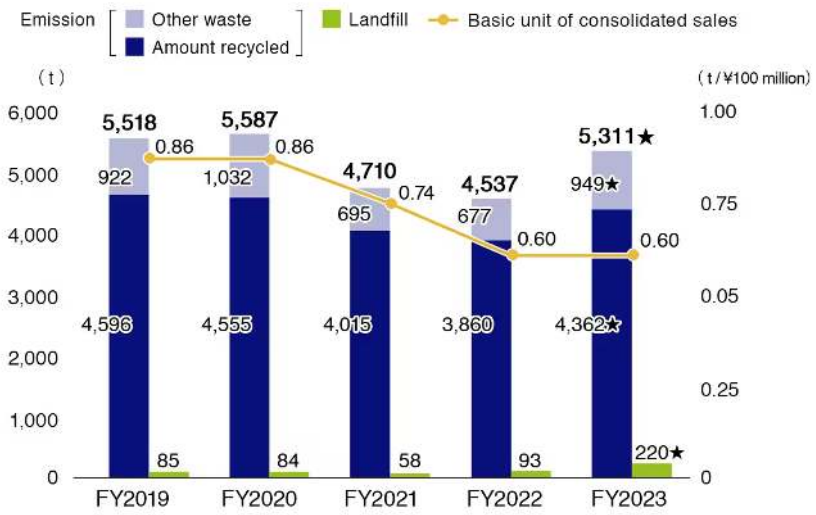
Emission/Landfill

ESG Data

Hazardous waste discharged

ESG Data

Emission/Landfill



★ Indexes certified by external assurance.

Chemical Substance Safety and Control

FY2023 Results	Main Measures
Emissions and Movements of PRTR Class 1-Designated Chemical Substances: Reduced by 36.5% (compared to FY2020)	◆ Substitution of PRTR-designated chemicals with other substances through material developments ◆ Reduce usage of PRTR-designated chemical substances

The Olympus Group is striving for appropriate management and emissions reduction of chemical substances subject to the PRTR regulations and volatile organic compounds (VOC) in order to minimize the impact on people and the environment.

Emissions and Movements of PRTR Class 1-Designated Chemical Substances

	FY2019	FY2020	FY2021	FY2022	FY2023
Emissions and Movements of PRTR Class 1-Designated Chemical Substances	15.9	16.7	12.9	11.8	10.6

* Scope: Manufacturing and development sites in Japan

Volatile Organic Compound (VOC) Emissions

	FY2019	FY2020	FY2021	FY2022	FY2023
Volatile Organic Compound (VOC) Emissions (t)	65.9	67.3	39.0	41.1	44.7

* Scope: Manufacturing and development sites in Japan

Product Life Cycle Assessments

The Olympus Group works to develop products and production technologies that show consideration for safety and for the environment. Having in FY2004 established its Eco-Products Administration Rules, a voluntary standard relating to the environmental considerations of our products, we continue to certify our products as Olympus Eco-Products.

In addition, a life cycle assessment (LCA) is performed at each stage of a product's life cycle to assess its impact on the environment at the product development stage and from procurement through manufacture, distribution, use and final disposal. Clarifying the environmentally conscious aspects that differ for each product, we have set them as items for the environmental consideration standard.

We are working to reduce the use of containers and packaging materials, and promoting effective use of resources.

Examples of Environmentally Conscious Products

Olympus Eco-Products created in FY2023 are presented.

- EVIS EUS ENDOSCOPIC ULTRASOUND CENTER OLYMPUS EU-ME3

EVIS EUS ENDOSCOPIC ULTRASOUND CENTER OLYMPUS EU-ME3

< Main Product Features >

1. Focused on your expertise
2. Improved diagnostic imaging
3. Seamless integration
4. Simplicity of use
5. Customizable to your needs

< Environmentally Conscious Aspects >

- Standard power consumption is approximately 10% lower compared to earlier models.

Environmental Communication

Initiatives

The Olympus Group is disseminating environmental information through smooth communication with its stakeholders so that they can have a fuller understanding of the environmental conservation activities conducted by its employees in local communities.

Environmental conservation activities

The Olympus Group is involved in continuous environmental conservation activities in the local communities where its business sites are located, including cleanup programs, tree planting and recycling.

Ordinance of the metropolitan government

Based on the Tokyo Metropolitan Government's Global Warming Countermeasures System, we are pleased to announce the Global Warming Countermeasures Plan of the Ishikawa Facility.

> Global Warming Countermeasures Plan

Olympus Environmental Day

June 5th is "World Environment Day" designated by the United Nations. Olympus has designated June of every year as "Olympus Environment Month" and has been conducting activities to raise environmental awareness for the past 40 years. In fiscal 2023, Olympus held "Olympus Environmental Day" to be more conscious of cooperation with society. With the aim of raising environmental awareness among employees, we conducted global environmental e-learning programs, held events to reduce waste and food loss and promote recycling in each region and site, and conducted neighborhood cleanup activities.
In addition, our domestic sites have been continuously contributing to environmental conservation activities of NGOs and NPOs by collecting unneeded books, CDs, DVDs, and other items, selling them to outside vendors, and donating the funds. In fiscal 2023,a total of 95,998 yen, including a matching gift from the company, was donated to the Japan Fund for Global Environment operated by the Environmental Restoration and Conservation Agency.

Environmental Data

Updated August 21, 2023

*Figures for each fiscal year are subject to change from past disclosures due to revision of definitions, etc.
*Figures for each fiscal year are for the medical business only (excluding the transferred imaging and scientific solutions businesses).
*★ indicates data that has received a third-party warranty by SOCOTEC Certification Japan.
＞Independent Assurance Statement Related to Environmental Data

Material balance

INPUT

Resource/Energy input	FY2023	compared to previous period(%)
Energy [Total] (MWh)	271,527 ★	-0.2
Electric power (MWh)	37,515 ★	-62
City gas (1,000 m3)	5,322 ★	-1
LPG(t)	1,360 ★	-2
LNG(t)	0 ★	-100
Heavy fuel oil (kL)	200 ★	-1
Kerosene (kL)	32 ★	-11
Diesel fuel (kL)	814 ★	-6
Gasoline (kL)	3,956 ★	-10
Hot water (GJ)	1,512 ★	-34
District heat (MWh)	2,280 ★	0
Green electricity (MWh)	95,488 ★	227
Solar power [internal] (MWh)	620 ★	18
Solar heat [internal] (GJ)	382 ★	-16
Chemical substances [PRTR substances handled] (t	31	-13
Water [Total] (1,000 m3)	707 ★	7
Piped water	336 ★	17
Ground water	371 ★	0
Raw Materials and Sub-Materials *Production sites in Japan only		
Metals: Steel, aluminum, brass		
Plastics: Optical plastics, ABS, PC, polyethylene, polypropylene		
Office materials (t)		
Copy paper	143	-12
Transport fuel		
Transportation: Gasoline, diesel fuel, etc.		
Packaging material [Total] (t)		
Cardboard	514	12
Paper	188	6
Plastic	180	5
Metal	0	0
Glass	0	0
Others	23	-12

★ Indexes certified by the Assurance Statement.

OUTPUT

	FY2022	compared to previous period(%)
Greenhouse gases [Total] (t-CO2e)	46,341 ★	-39
CO2 generated from energy	46,338 ★	-39
CO2 not generated from energy	3 ★	93
Substances Emitted (t)		
NOx	26	-41
Sox	0.3	-1
Chemical substances [PRTR substances emissions/	10.6	-10
Discharge to water system [Total] (1,000 m3)	707	7
Water discharged (public waters)	242	-1
Water discharged (sewage)	465	12
BOD（t）	0.8	14
Discharge [Total] (t)	5,311 ★	17
Amount recycled	4,362 ★	13
Other waste	949 ★	40
Landfill	220 ★	137
Hazardous waste	207 ★	10
Total CO2 for transportation (t-CO2e)	50,543 ★	31
Product shipments (t)		
Medical Business [Endoscopes]	27,302	9

★ Indexes certified by external assurance.

Internal Energy Consumption

	FY2019	FY2020	FY2021	FY2022	FY2023
Consumption (MWh)	267,365	274,474	281,070	272,121	271,527 ★

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* Scope: The Olympus Group (small businesses are excluded). Conversion coefficient based on Enforcement Regulation for the Act on the Rational Use of Energy

Renewable Energy Consumption

	FY2019	FY2020	FY2021	FY2022	FY2023
Renewable Energy (MWh)	17,285	26,670	26,917	29,830	96,214 ★

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*Scope: The Olympus Group (small businesses are excluded)

* Renewable energy includes green electricity, solar power (internal), solar heat (internal) and hot water

Breakdown of Internal Energy Consumption

		FY2019	FY2020	FY2021	FY2022	FY2023
Direct (MWh)	City gas	49,571	50,354	63,546	67,257	66,728 ★
	LPG	18,477	19,051	20,299	19,489	19,187 ★
	LNG	173	173	173	22	0 ★
	Heavy fuel oil	2,183	2,252	2,234	2,181	2,167 ★
	Kerosene	114	163	163	368	326 ★
	Diesel fuel	12,384	12,224	9,387	9,067	8,521 ★
	Gasoline	45,805	43,723	37,078	42,368	38,018 ★
	Subtotal (MWh)	128,707	127,940	132,880	140,752	134,947 ★
Indirect (MWh)	Electricity	118,781	117,163	118,522	98,395	37,515 ★
	Hot water	597	701	797	864	571 ★
	District heat	1,995	2,000	1,954	2,280	2,280 ★
	Green electricity	16,576	25,955	26,216	29,177	95,488 ★
	Solar power [internal]	536	533	518	526	620 ★
	Solar heat [internal]	173	182	183	127	106 ★
	Subtotal (MWh)	138,658	146,534	148,190	131,369	136,580 ★
Total (MWh)		267,365	274,474	281,070	272,121	271,527 ★

★ Indexes certified by external assurance.

* Scope: The Olympus Group (small businesses are excluded). Conversion coefficient based on Enforcement Regulation for the Act on the Rational Use of Energy

CO2 Emissions (Scope 1, 2)

	FY2019	FY2020	FY2021	FY2022	FY2023
Scope 1（t-CO_2e）	27,557	27,304	27,629	29,327	27,967 ★
Scope 2（t-CO_2e）	56,218	58,114	57,196	46,636	18,374 ★
Scope 1＋2（t-CO_2e）	83,775	85,418	84,825	75,963	46,341 ★
Basic unit of consolidated sales (t-CO2e/100 million yen)	13.1	13.1	13.4	10.1	5.3 ★

★ Indexes certified by external assurance. * Scope: The Olympus Group (small businesses are excluded).

*1 Scope 1: Greenhouse gas emission from direct on-site use of fossil fuels. Scope 2: Greenhouse gas emission from on-site secondary use, such as electric power purchase.

CO2 Emissions (Scope 3)

	FY2019	FY2020	FY2021	FY2022	FY2023
Logistics (t-CO2e)	45,203	40,413	30,559	38,713	50543 ★

★ Indexes certified external assurance. Scope 3: Category 4 Upstream transportation and distribution

CO2 Emissions for the Entire Supply Chain

Category		FY2019	FY2020	FY2021	FY2022	FY2023
Scope 1（t-CO_2e）		27,557	27,304	27,629	29,327	27,967 ★
Scope 2（t-CO_2e）	Market-based method	56,218	58,114	57,196	46,636	18,374 ★
	Location-based method	60,287	64,235	63,727	52,874	54,553 ★
Total (t-CO2e)	Scope 1+2 (Market-based method)	83,775	85,418	84,825	75,963	46,341 ★
	Scope 1+2 (Location-based method)	87,844	91,539	91,356	82,201	82,520 ★
Scope 3（t-CO_2e）		640,445	621,882	652,328	669,545	659,891 ★
	Scope 1+2 (Market-based method)+3	724,220	707,300	737,153	745,508	706,232 ★
	Scope 1+2 (Location-based method)+3	728,289	713,421	743,684	751,746	742,411 ★

Scope 3	Calculation Method (Assumptions)	FY2019	FY2020	FY2021	FY2022	FY2023
1. Purchased goods and services (t-CO2e)	Calculated by multiplying raw materials and parts of leading products by basic unit	413,218	393,385	386,641	459,989	407,989 ★
2. Capital goods (t-CO2e)	Calculated by multiplying facility investment value by basic unit	79,515	92,137	161,951	93,134	110,253 ★
3. Fuel and energy related activities (not included in Scope 1, Scope 2) (t-CO2e)	Calculated by multiplying electric power and fuel purchased by basic unit	15,700	16,175	16,419	15,669	15,727 ★
4. Upstream transportation and distribution (t-CO2e)	Calculated by multiplying transport ton/kg of leading products by basic unit (including delivery logistics)	45,203	40,413	30,559	38,713	50,543 ★
5. Waste generated in operations (t-CO2e)	Calculated by multiplying worksite waste output by basic unit	4,031	4,082	3,441	3,315	3,880 ★
6. Business travel (t-CO2e)	Calculated by multiplying business travel expenses by basic unit	32,846	26,761	3,962	4,789	11,733 ★
7. Employee commuting (t-CO2e)	Standard commute model defined by region and calculated by multiplying the number of employees in region by basic unit	10,720	10,745	11,888	11,714	11,966 ★
8. Leased assets (upstream) (t-CO2e)	Calculated as Scope 1 and 2 GHG emissions	-	-	-	-	-
9. Downstream transportation and distribution (t-CO2	Classified as transport from dealers and sales companies to the customer but excluded due to small impact scale	-	-	-	-	-
10. Processing of sold products (t-CO2e)	Excluded due to small impact scale and difficulty in tabulation in this category	-	-	-	-	-
11. Use of sold products (t-CO2e)	Calculated by multiplying electric power consumption, etc., for lifetime of sold product by basic unit	19,611	18,498	18,522	19,715	23,243 ★
12. End-of-life treatment of sold products (t-CO2e)	Calculated by multiplying product disposal weight by basic unit for waste material	19,601	19,686	18,945	22,507	24,557 ★
13. Leased assets (downstream) (t-CO2e)	Calculation including use of sold products, although some products are leased	-	-	-	-	-
14. Franchises (t-CO2e)	Not calculated due to absence from Olympus group's business range	-	-	-	-	-
15. Investments (t-CO2e)	Not calculated because there is no investment businesses in Olympus group	-	-	-	-	-

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NOx emissions

	FY2019	FY2020	FY2021	FY2022	FY2023
NOx emissions (t)	46	46	50	44	26

*Scope: The Olympus Group (excluding small companies)

Sox emissions

	FY2019	FY2020	FY2021	FY2022	FY2023
Sox emissions (t)	0.3	0.3	0.3	0.3	0.3

*Scope: The Olympus Group (excluding small companies)

Water consumption

	FY2019	FY2020	FY2021	FY2022	FY2023
Groundwater (1,000 m3)	423	376	385	370	371 ★
Piped water (1,000 m3)	331	337	274	288	336 ★
Total (1,000 m3)	754	713	659	658	707 ★
Basic unit of consolidated sales (1,000 m3/100 million yen)	0.12	0.11	0.1	0.09	0.08

*Scope: The Olympus Group (excluding small companies)

Wastewater

	FY2019	FY2020	FY2021	FY2022	FY2023
Public water areas (1,000 m3)	261	203	256	244	242
Sewage systems (1,000 m3)	493	510	403	414	465
Total (1,000 m3)	754	713	659	658	707

*Scope: The Olympus Group (excluding small companies)

Emissions/Landfill

	FY2019	FY2020	FY2021	FY2022	FY2023
Emissions (t)	5,518	5,587	4,710	4,537	5,311 ★
Amount recycled (t)	4,596	4,555	4,015	3,860	4,362 ★
Other waste (t)	922	1,032	695	677	949 ★
Landfill (t)	85	84	58	93	220 ★
Basic unit of consolidated sales (t/100 million yen)	0.86	0.86	0.74	0.60	0.60

★ Indexes certified by external assurance.

*Scope: Olympus Group (excluding small companies)

Hazardous waste discharged

	FY2019	FY2020	FY2021	FY2022	FY2023
Hazardous waste discharged (t)	242	234	210	188	207 ★

★ Indexes certified by external assurance.

*Scope: Olympus Group (excluding small companies)

Emissions and Movements of PRTR Class 1 Designated Chemical Substances

	FY2019	FY2020	FY2021	FY2022	FY2023
Chemical substances (PRTR substances) (t)	15.9	16.7	12.9	11.8	10.6

*Scope: Manufacturing and development sites in Japan

Volatile Organic Compounds (VOC) Emissions

	FY2019	FY2020	FY2021	FY2022	FY2023
Volatile Organic Compounds (VOC) Emissions（t）	65.9	67.3	39.0	41.1	44.7

*Scope: Manufacturing and development sites in Japan

Olympus Group Site Data

Company/Facility			Location		CO2 emissions (t-CO2e)	Water consumption (1,000 m3)	Emissions (t)	Amount recycled (t)
Japan	Olympus	Ishikawa Facility *1	Hachioji-shi, Tokyo	FY2023	649	73	359	359
				FY2022	8,028	68	246	246
				FY2021	7,821	74	255	255
				FY2020	8,620	106	398	398
				FY2019	8,876	99	385	385
		Utsugi Facility *1	Hachioji-shi, Tokyo	FY2023	454	19	434	434
				FY2022	2,661	20	417	417
				FY2021	2,644	22	335	335
				FY2020	2,878	28	287	287
				FY2019	3,110	28	264	264
		Nagano Facility Tatsuno *2	Tatsuno-machi, Kamiina-gun, Nagano	FY2023	1,346	62	220	220
				FY2022	3,721	73	166	165
				FY2021	3,561	76	140	139
				FY2020	3,690	75	163	162
				FY2019	4,035	67	151	149
		Nagano Facility Ina	Ina-shi, Nagano	FY2023	340	15	86	83
				FY2022	1,871	16	79	77
				FY2021	1,840	16	82	78
				FY2020	1,993	16	91	83
				FY2019	2,028	18	89	81
		Tokyo Facility Sagamihara *3	Sagamihara-shi, Kanagawa	FY2023	700	-	410	410
				FY2022	632	-	393	393
				FY2021	682	-	393	393
				FY2020	620	-	393	393
				FY2019	636	-	360	360
	Olympus Medical Systems	Hinode Plant	Hinode-cho, Nishitama-gun, Tokyo	FY2023	38	5	56	56
				FY2022	1,185	6	46	46
				FY2021	1,120	5	49	49
				FY2020	1,282	6	47	47
				FY2019	1,339	6	63	63
	Aizu Olympus		Aizu-Wakamatsu-shi, Fukushima	FY2023	3,788	234	433	402
				FY2022	13,665	220	444	413
				FY2021	12,851	228	452	420
				FY2020	13,779	192	487	450
				FY2019	13,891	254	466	431
	Aomori Olympus		Kuroishi-shi, Aomori	FY2023	1,198	34	289	289
				FY2022	4,194	33	279	279
				FY2021	4,013	29	245	242
				FY2020	4,421	37	265	265
				FY2019	4,321	38	265	265
	Shirakawa Olympus		Nishigo-mura, Nishishirakawa-gun, Fukushima	FY2023	1,363	40	431	379
				FY2022	3,918	41	421	357
				FY2021	3,821	41	409	335
				FY2020	3,905	41	414	337
				FY2019	3,736	38	394	333
	Olympus Terumo Biomaterials *4		Sagamihara-shi, Kanagawa	FY2023	1,301	7	12	7
				FY2022	1,329	7	15	10
				FY2021	1,344	7	15	9
				FY2020	1,405	8	11	8
				FY2019	1,435	7	10	7
Americas	Olympus Corporation of the Americas		Pennsylvania, U.S.A.	FY2023	11,397	9	484	396
				FY2022	12,203	5	314	290
				FY2021	10,126	1	314	314
				FY2020	12,607	16	490	490
				FY2019	13,348	17	594	588
	Olympus Surgical Technologies America		Massachusetts, U.S.A.	FY2023	2,309	34	622	376
				FY2022	2,094	35	538	328
				FY2021	3,666	35	683	469
				FY2020	5,133	33	892	533
				FY2019	6,388	28	795	482
Europe/Middle East	Olympus Winter & Ibe GmbH		Hamburg, Germany	FY2023	2,855	24	290	209
				FY2022	2,838	23	249	249
				FY2021	2,440	15	319	319
				FY2020	1,142	15	345	345
				FY2019	587	15	318	318
	Olympus Medical Products Czech spol s.r.o.		Olomouc, Czech Republic	FY2023	624	2	16	0
				FY2022	695	2	18	0
				FY2021	720	1	15	0
				FY2020	648	1	18	0
				FY2019	735	1	15	0
	KeyMed (Medical & Industrial Equipment) Ltd.		Essex, U.K.	FY2023	2,238	18	298	235
				FY2022	2,138	18	218	159
				FY2021	2,341	25	324	273
				FY2020	904	24	384	303
				FY2019	859	27	374	328
	Algram Group Ltd.		Devon, U.K.	FY2023	65	2	53	28
				FY2022	62	2	53	28
				FY2021	65	2	106	74
				FY2020	64	2	107	75

			FY2019	42	2	107	75
Asia/Oceania	Olympus (GuangZhou) Industrial Co., Ltd	Guangdong, China (Guangzhou)	FY2023	148	2	10	0
			FY2022	69	1	15	14
			FY2021	68	1	15	15
			FY2020	70	1	22	21
			FY2019	66	1	21	20
	Olympus Trading (Shanghai) Limited	Shanghai, China	FY2023	729	2	13	9
			FY2022	471	1	16	5
			FY2021	286	1	20	7
			FY2020	244	1	10	5
			FY2019	214	1	12	8
	Olympus Vietnam Co.,Ltd.	Dong Nai, Vietnam	FY2023	7,514	86	558	397
			FY2022	6,716	56	448	307
			FY2021	18,066	56	382	210
			FY2020	13,276	73	523	202
			FY2019	8,950	68	496	245
	Olympus Australia Pty Ltd	Victoria, Australia	FY2023	322	1	47	24
			FY2022	286	1	54	22
			FY2021	282	1	45	18
			FY2020	328	2	61	32
			FY2019	330	2	70	35

*1 Including Olympus Medical Systems
*2 Including Nagano Olympus
*3 Olympus Logitex was merged into Olympus Corporation on April 1, 2022.
*4 Olympus Terumo Biomaterials is the sum of Mishima Plant and R&D Center

Environmental Conservation Costs

Environmental conservation cost classification (million yen)	FY2019		FY2020		FY2021		FY2022		FY2023	
	Investment amount	Cost amount	Investment amount	Cost amount	Investment amount	Cost amount	Investment amount	Investment amount	Cost amount	Investment amount
Costs Inside Business Area	104	236	292	376	244	368	80	356	371	340
Prevention of Public Nuisance Cost	31	113	22	184	22	219	32	214	13	140
Global Environmental Conservation Co	73	3	240	40	213	37	47	12	358	66
Resource Circulation Cost	0	120	30	152	9	112	1	130	0	134
In Upstream Costs	0	85	0	130	0	217	0	101	0	20
In Downstream Costs	0	5	0	1	0	1	0	5	0	6
Environmental Management Activity Co	0	345	0	333	4	270	10	225	0	186
R&D costs	0	3	0	2	0	2	0	3	0	2
Social activity costs	0	6	0	1	0	0	0	0	0	0
Environmental damage costs	0	0	0	0	0	0	0	0	5	0
Total	104	680	292	843	248	858	90	690	376	554

Target period: April 1, 2018 - March 31, 2023
Scope: Head office functions, manufacturing companies and distribution companies in Japan.
Notes: 1) Tabulation based on "Environmental Accounting Guideline 2005." 2) Cost and depreciation that cannot be separated clearly in environmental conservation are not divided proportionately, and the full amount has been excluded from the calcula

Environmental Conservation Effects

Quantitative Effects of Environment Preservation		FY2019	FY2020	FY2021	FY2022	FY2023
Effects Inside Business Area	CO2 emissions (t-CO2e)	42,771	41,973	39,015	40,571	10,477
	Waste discharged (t)	2,087	2,163	1,982	2,113	2,320
	Water consumption (1,000 m3)	555	509	498	484	489
	Chemical Substances Transferred/Discharged (t)	15.9	16.7	12.9	11.8	10.6

Economic Benefits of Environmental Protection		Change from previous year				
		FY2019	FY2020	FY2021	FY2022	FY2023
Revenue Benefits (million yen)	Proceeds from sale of valuable resources through recycling	-6	1	0	10	-4
Cost Savings (million yen)	Energy cost	164	-20	-177	195	588
	Water consumption cost	6	0	-7	0	0
	Waste disposal consignment cost	8	1	-3	10	30

Target period: April 1, 2018 - March 31, 2023
Scope: Head office functions, manufacturing companies and distribution companies in Japan.
Notes: 1) Tabulation based on "Environmental Accounting Guideline 2005." 2) Cost and depreciation that cannot be separated clearly in environmental conservation are not divided proportionately, and the full amount has been excluded from the calcula

Human Rights

Basic Approach and Policy

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. We strive to respect human rights in the management of our businesses. We also urge our customers and third parties promoting business activities with Olympus to comply with the protection of human rights.

> Human Rights Policy

Initiatives

Human Rights Due Diligence

In FY2021, Olympus 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 we engage 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 FY2022, Olympus implemented a human rights impact assessment that covered the entire Olympus Group, and based on the results of this assessment, undertook the following efforts in FY2023.

Firstly, Olympus established a system to grasp the management status of human rights issues within the Olympus Group. This system aimed to confirm the management status and efforts at each company and implement continuous improvements with regards to the 12 items including freely chosen employment that includes the elimination of forced labor, child labor, working hours, humane treatment, non-discrimination and non-harassment, freedom of association, and the utilization of emerging technologies such as AI. In FY2024, Olympus plans to investigate the current state of affairs at each company in the Olympus Group according to this procedure.

Also, in consideration of trends in the laws and regulations in each country, Olympus received cooperation from BSR and implemented a human rights impact assessment at a domestic medical equipment manufacturing site. This human rights impact assessment confirmed the manufacturing site's compliance with Japanese laws. Meanwhile, it came to light that when compared with the standards set by organizations such as the ILO and international industry associations, there were differences regarding the scope of workers for whom the company has a responsibility to respect their human rights. Olympus will examine future actions based on the constraints of laws in Japan.

Furthermore, in accordance with its Human Rights Policy, in FY2023, Olympus deployed e-learning globally to introduce Olympus' responsibility to respect human rights in its supply chain and to give an overview of the laws and systems in each country. Those who enrolled in the e-learning program learned about respecting the human rights of not only those who are part of the Olympus Group but also third parties in its supply chain. In Japan, 8,998 employees enrolled in this e-learning program (enrollment rate: 94%). Olympus will continue to carry out regular educational activities to improve the awareness of its employees regarding human rights.

Preventing Harassment and Promoting Diversity, Equity, and Inclusion

The Olympus Global Code of Conduct states that "Our Behaviors" are the expression of "Our Core Values" through our day-to-day activities. The Code of Conduct places the highest value on "Respectful Behavior." The Olympus Group does not tolerate harassment or discrimination based on personal characteristics such as age, gender, race, sexual orientation, gender identification, socioeconomic status, ethnicity, (dis)abilities, nationality and culture, language, religion, opinions, political stance, experience, or career backgrounds. Olympus makes every effort to prevent workplace harassment by itemizing concrete prohibitions on sexual and other types of harassment in the employment regulations.
The Olympus Group has created an organization structure that includes its worksites outside Japan to prevent harassment of any kind and to resolve any incidents that may occur swiftly and completely.

Olympus and its Japan subsidiaries have also established a Harassment Hotline in each business site and subsidiary as a preventive means and to provide a prompt and pertinent solution if a problem arises. Our Hotline officers are trained with the skills and knowledge to handle complaints appropriately, which include the protection of the privacy of the consulter or harassment victim, ensuring consultation confidentiality, and preventing any adverse consequences from the consultation.

Since FY2019, we have delivered the Harassment Prevention Guidebook to all employees of the Japan subsidiaries. In this guidebook, a description of gender minorities, such as LGBTQ, was also included. We keep up-to-date with the expanding scope of harassment, which covers power harassment and gender harassment, including maternity, paternity, and LGBTQ issues. Accordingly, the coverage of our internal consultation manual has been revised and enhanced. In June 2020, the so called "Power Harassment Prevention Act," which stipulates that companies must take preventative measures regarding harassment, was enforced. In preparation for this and to avoid potential incidents we provide an e-learning course to help employees to understand the key points of the law and what could be seen as power harassment.

We also hold regular harassment prevention training programs for managers, who are responsible for creating a culture of respect in the workplace, to widen their understanding and to ensure harassment-free offices.

To promote Diversity, Equity, and Inclusion (DEI), Olympus respects employee differences such as age, gender, race, sexual orientation, gender identification, socioeconomic status, ethnicity, disabilities, abilities, nationality and culture, language, religion, opinions, political stance, experience, and career backgrounds.

- Diversity, equity, and inclusion: Social: Sustainability: Olympus (olympus.co.jp)
- Notice on Establishment of Chief Diversity, Equity and Inclusion Officer at Olympus

Initiatives with Suppliers

The following page provides details on Olympus's initiatives with its suppliers.

- Procurement: Social: Sustainability: Olympus (olympus.co.jp)

Response to the UK Modern Slavery Act

Olympus KeyMed, the Olympus Group company in the UK, has issued a statement in accordance with the provisions of Article 54, Clause 1, of the 2015 Modern Slavery Act in the UK.

- Olympus UK and Ireland: Modern Slavery Statement (In English only)

Product Responsibility

Quality Assurance Quality Management System Appropriate Communication
Valuing Bioethics in Evaluating Product Efficacy and Safety

Basic Approach and Policy

In response to the growing social demand for high-quality and safe products and services, the Olympus Group is working to improve the quality and safety of its products and services and provide reliable services that satisfy our customers.

Quality Assurance

The Olympus Group has established the Olympus Global Quality Policy based on its corporate philosophy. We continue to implement measures to instill quality policy standards in our daily operations for all members to foster a mindset that emphasizes safety and quality.

Olympus Global Quality Policy

Promotion Structure

Quality Management System

The Olympus Group, with its Chief Quality Officer (CQO) and QARA division members of each region, review and improve their worldwide work processes. As a result, the Olympus Group business divisions and subsidiaries have actively been obtaining and maintaining the international quality control standards, such as ISO 13485 certification. Based on the global management rules revised in fiscal year 2021, QARA members regularly report to executive officers and CQO who are top of quality and regulatory functions, to clarify companywide issues. In addition, we conduct group internal quality audits aimed at monitoring the status of each quality management system from an objective perspective to get hold of the status of each organization to promote improvement.

Initiatives

Creating a Safety-and Quality-Oriented Corporate Culture

Olympus Group recognizes that it is essential for Olympus employees to act with a mindset to always prioritize customers and patient's safety and security by implementing activities to foster an organizational culture that emphasizes safety and security of our customers and patients. As examples of these activities, the Olympus Group implements a Quality Month initiative and various seminars and e-learning programs, actively creating opportunities for employees to reaffirm the fact that their day-to-day work leads to the safety and security of Olympus Group customers and patients.

Appropriate Communication

(Case 1)

In order to comply with the Laws concerning environmentally related substances for Olympus Group Products and to reduce environmental impact, we collect information on handling of environmentally related substances and trends in laws and regulations in each country, As a consequence, we have established the "Control Rules for Environment-related Substances Used in Product" in our group products. The rules are published on our website.

(Case 2)

Olympus offers advanced information on endoscopes, and diagnostic test using endoscopes and techniques through a membership website "Medical Town" for medical professionals. Medical safety information, such as corrective actions, recall letters regarding Olympus equipment and warnings are available to non-members to ensure greater transparency.

- Control of Chemical Substances Used in Products
- "Medical Town," a membership website for medical professionals in Japan (Only in Japanese)
- Medical safety information in Japan (Only in Japanese)
- Important Customer Information in the USA

Valuing Bioethics in Evaluating Product Efficacy and Safety

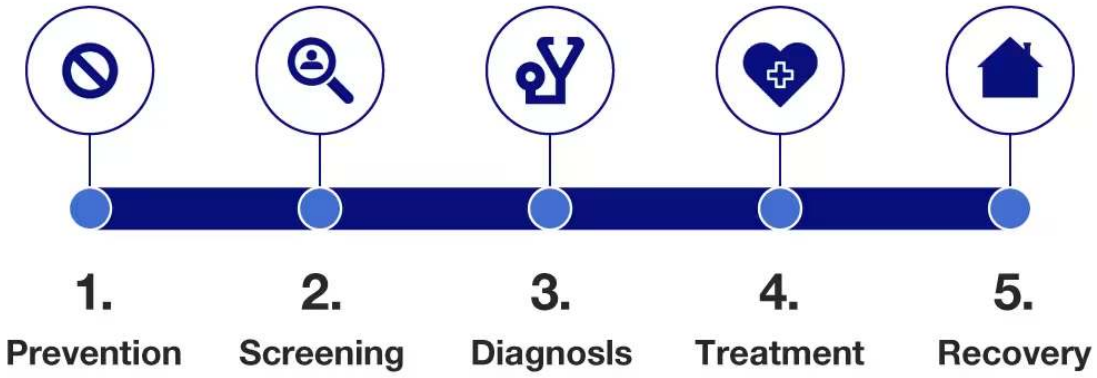
Olympus and its Japan subsidiaries may conduct animal research to develop medical equipment, assess product efficacy and safety, and promote the correct usage of the products. We are keen to ensure that the research we carry out is ethical from both the scientific and animal welfare viewpoints, because we value the lives of animals.
Olympus and its Japan subsidiaries introduced their animal research corporate rules based on the Act on Welfare and Management of Animals, Basic Guidelines for Animal Research in Institutions under Management of the Ministry of Health, Labour and Welfare and other related laws and guidelines. We established the Institutional Animal Care and Use Committee (IACUC) based on the animal research corporate rules to rigorously review all our animal research plans and ensure that they are based on the 3Rs of animal testing —Replacement (of animal testing with alternative methods), Reduction (of the number of animals to be used), and Refinement (of the testing method to minimize animals' suffering).

We are committed to the ethical and humane handling of the animals used in our research, paying extra attention to their physical and psychological wellbeing. Self-inspections are also conducted, verifying our compliance with the research corporate rules for animal research. Our practice is accredited under the Accreditation of Laboratory Animal Care and Use by the Japan Pharmaceutical Information Center.

For the Benefit of Patients

Basic Concept

At Olympus Group, our Vision is making people's lives healthier, safer, and more fulfilling. We do this through our focus on the patient's journey, from prevention through recovery. As we focus on the patient care pathway, we seek ways to create solutions and optimize procedures to enhance the care pathway through comprehensive understanding and management of diseases to drive value. This will support our strategy to improve patient outcomes by elevating the standard of care.



Initiatives

Initiatives to Improve Patient Care Pathways (Case Study of Colorectal Cancer in Japan)

We aim to improve the quality of life (QOL) for patients by comprehensively enhancing the care pathway.

In the area of cancer treatment where early detection and early treatment are important, we are working to raise awareness of the importance of screening as part of our "prevention" efforts in the care pathway, and we are running a website that provides a variety of information on screening and treatment under the supervision of a doctor (Figure below 1). We are also implementing activities such as providing materials through the conclusion of "Cancer Control Agreements" with local governments to encourage citizens to undergo screenings (Figure below 2) and promoting the importance of undergoing medical check-ups via youth education support, donations, and collaborations with non-profit organizations (Figure below 3). Furthermore, as part of our commitment to "early detection," "definitive diagnosis," and "treatment," we provide medical institutions with endoscopic systems, technologies to support endoscopic diagnosis, and a variety of surgical instruments that enable minimally invasive procedures that reduce the burden on patients (Figure below 4)

In addition, we provide information on the maintenance of products and devices through a website dedicated to healthcare professionals to ensure the smooth and efficient performance of necessary examinations (Figure below 5).

			Prevention	Screening	Diagnosis	Treatment	Recovery
1	**Providing information via owned media** A physician-supervised information site on gastrointestinal diseases, cancer screening, and endoscopic screening and treatment.	● Operation of "Onaka-Kenko.com" - Explanation of various gastrointestinal diseases - Cancer screening awareness - Explanation of endoscopic screening and treatment - Publication of awareness-raising videos	○				
2	**Initiatives with local governments through "Cancer Control Agreements"**	Entering into agreements to address cancer with local governments. Production and provision of leaflets encouraging people to undergo colorectal cancer screening and detailed checkups.	○				
3	**Youth Education Support**	Cancer awareness event for junior high and high school students	○				
	Donations	Advance Donation Activities	○	○	○	○	
	Partnership with to the non-profit organization	Sponsored to the non-profit organization Brave Circle Committee. (Support for colorectal cancer screening awareness-raising activities)	○				
4	**Product and technology development and equipment distribution**	Endoscope System Scope (Magnifying endoscopes, etc.) Observation technology (NBI, TXI, EDOF, RDI, etc.)		○	○	○	○
		Support Software for Endoscopic Diagnosis Using AI		○	○		
		Various types of instruments that enable minimally invasive surgery				○	
		Various sales programs		○	○	○	
	Training for Healthcare Professionals	Educational platform offering a comprehensive program of products and procedures OLYMPUS CONTINUUM		○	○	○	
	Collaboration with academic societies and medical institutions				○	○	
5	**Membership site for healthcare professionals Medical town**	Provide product information Maintenance information Equipment maintenance training Maintenance by field engineer Support for various types of inquiries Repair support (loaner equipment, etc.)		○	○	○	
			Prevention	Screening	Diagnosis	Treatment	Recovery

Elevating the standard of care

Basic Policy

Olympus Group aims to improve patient outcomes by elevating the standard of care in targeted diseases. We have a Global Medical & Scientific Affairs(MSA) that serves our patients, healthcare professionals, and community by bringing medical, scientific, and professional capabilities to deliver safe and effective products around the globe that are clinically relevant and economically valuable.

This organization serves three important roles:

1. Strengthen Olympus Group's functional capabilities to develop medical device innovations promoting patient-centered solutions that are safe and effective.
2. Develop and implement educational programs and training for healthcare professionals to rapidly gain technical expertise, achieve excellent clinical results, while ensuring the patient's safety.
3. Leverage real-world evidence to improve clinical outcomes for patients that, in turn, produce economic value for payers, healthcare systems, and society.

Initiatives

Focus on Premium Educational Offering for Healthcare Professionals

Professional Affairs (PA) offers a comprehensive suite of specialized, premium educational programs and training experiences designed to help Healthcare professionals broaden clinical expertise and enhance procedural skills/techniques to perform at their best and deliver optimal patient care and safety.
With our educational platform "Olympus Continuum", we want to empower people and provide valuable ongoing learning opportunities.
Healthcare professionals work in a variety of settings and have a multitude of needs—and their expectations for training courses have evolved well past traditional skills-based learning. What "Olympus Continuum" does is connect the continuum of care with the continuum of learning. A truly blended experience, "Olympus Continuum" maximizes digital self-guided learning, direct in-person training, and post-learning collaboration to support healthcare professional across every stage of their career, and to improve patient outcome.
In FY2023, we provided a total of 1,930 training sessions (+50% YoY) in each business area (global).

◊ Olympus Continuum training results

Number of times held (year on year)
1,930 times (150%)

> Olympus Continuum

Grant Initiatives

Through our Grants Program, Olympus Group supports independent third-party activities that relate to diseases, conditions, or treatments for which Olympus products are used. The fundamental goal is improved patient care. Olympus Grants primarily support education for healthcare professionals, including clinical fellowships, hands-on trainings, and programs to improve equity in healthcare. Patient-facing support includes disease awareness programs, healthcare capacity building, and care initiatives for patients in need. A limited number of research Grants support independent studies related to Olympus product areas. Over 390 unique organizations received Olympus Grants in FY2023 to conduct programming in more than 40 countries. In addition to in-kind awards, financial Grants made by Olympus Group in FY2023 totaled approximately US$5.7 million.

Clinical Data Transparency Policy

Olympus' mission is to help enhance lives by delivering to healthcare providers quality technologies that exceed their expectations and allow them to advance delivery of clinical care to patients. This requires the transparent sharing of clinical trial data in the interest of identifying the best suitable treatment for the individual patient.

Olympus defines this clinical data transparency policy within our societal responsibility and vision to make people's lives healthier, safer, and more fulfilling.

Guiding Principles

Clinical Trial Registration and Reporting of Results

Olympus will register and post results of applicable clinical trials on clinicaltrials.gov and/or other websites in compliance with internationally accepted guidelines and applicable local laws and regulations.

Scope

Olympus is committed to the highest ethical and scientific standards for publications with the goal to provide accurate, balanced, and timely publication of its Olympus-sponsored studies which includes clinical interventional, observational, and real-world studies to advance public health.

Publication Steering Committees are implemented for all Olympus-sponsored studies. The steering committees help support application of this Clinical Data Transparency Policy. The committee members ensure that study results are published within reasonable timelines according to international guidelines and standards, such as the ICMJE (International Committee of Medical Journal Editors) and other applicable guidelines, including the Good Publication Practice Guidelines. Notwithstanding the foregoing, authors retain responsibility and accountability for decisions about the content of the publication and journal selection.

Authorship will be distributed among qualified academic contributors in a transparent and balanced way. Authorship shall be determined based on the four criteria defined by the ICMJE guidelines and such requirements shall be included in a written agreement (Clinical Trial Agreement) signed by each participating investigator and Olympus prior to the start of the study.

All authors must meet all four criteria, and anyone who meets the criteria should be listed as authors, regardless of their relationship to Olympus. Olympus personnel who qualify as an author based on these criteria must be included as an author and must disclose their affiliation with Olympus, and authorship should not be denied because of concerns about perception of bias.

The final decision as to who will be an author on a Publication shall be made at the time the manuscript is being finalized for submission to a journal and will be based on the actual activities performed by all parties involved in the study including the Lead Principal Investigator, other Investigators and Olympus. Authors of a publication retain editorial control of the publication content and accept full responsibility for the publication by approval of the final version prior to submission of the publication.
Under no circumstances shall any authorship decisions be made with the intent of, directly or indirectly, implicitly or explicitly influencing or encouraging the author to purchase, prescribe, refer, sell, or arrange for the prescribing, purchasing, sale, or formulary placement of any Olympus product, or as a reward for any such past behavior. Authorship is not a reward or gift for services rendered.
Olympus does not provide compensation for publication writing or editing activities to any author. Only reasonable out of pocket expenses incurred by an author, (e.g., travel expenses for congress abstract presentations, journal charges including submission and publication fees) are reimbursed and disclosed as required by applicable law. Authors will disclose financial and non-financial conflicts of interest that could be perceived to bias their work or influence professional judgement.
Commercial (sales and marketing) are not involved in planning, development, or review of publications.

Acknowledgements

Individuals who do not qualify as authors under this policy but who assist in the analysis or drafting of a Publication (including professional medical writers, study investigators, scientific advisors, and Olympus employees) should be included separately in the acknowledgement section according to their level of contribution, with a description of their contributions (e.g., “served as scientific advisors,” “critically reviewed the study proposal,” “collected data,” “provided and cared for study patients,” “participated in writing or technical editing of the manuscript”).
Acknowledged contributors shall review the wording describing their contribution and provide written permission to be included.

Additional Disclosures

The submitted manuscript shall always include a statement making it clear that the study was an Olympus sponsored study. In addition, any financial or other support and/or assistance of Olympus for a publication must be disclosed clearly and fully in the publication, following the journal's requirements. Any professional medical writing support will also be disclosed to prevent so-called ghostwriting.

Each Author must fully disclose all financial relationships with Olympus or any other conflict of interest, such as employment or contracting relationships with Olympus or if the author has otherwise collaborated in commercial or scientific pursuits with Olympus (e.g., an author who is also retained as an Olympus speaker or consultant) – even in the absence of direct monetary renumeration.

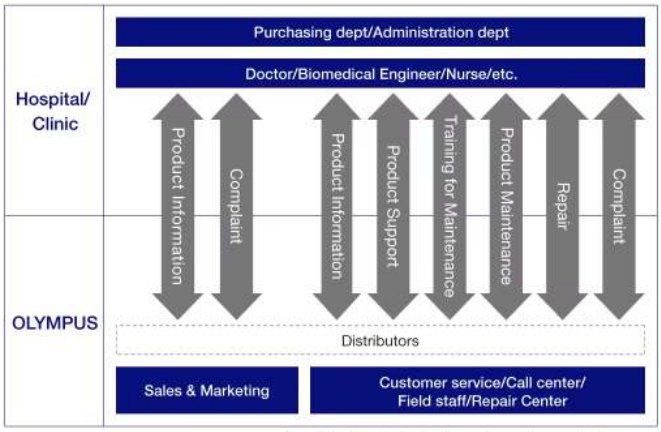
Timely Publications contribute to evidence-based decision-making. Therefore, Olympus is committed to submitting to congresses and/or peer-reviewed journals publications from studies in a timely manner, regardless of a positive or negative outcome. Exceptions to this principle will be limited and must be approved by the publication steering committee based on objective and valid reasons.
Data Access is granted by Olympus to all external authors on anonymized patient-level as needed by them to fulfill their role and obligations as authors under ICMJE, such as the interpretation of clinical trials results. Patient data privacy is key for any data access activity.
We value the significant contribution of each clinical investigator, and Olympus will provide aggregated study data to study investigators by a mutually agreeable method and format.
The publication of results from individual sites within a multi-center study and the timing of such publication will be agreed between the site and Olympus and memorialized in a written agreement. CONSORT guidelines will be followed to report the results of randomized controlled trials.

A layman's, plain language summary of study results will be made available to the individuals who volunteered to participate in Olympus-sponsored trials.

Responding to Customers

Basic Concept

The Olympus Group is engaged in a variety of initiatives to provide better products and services to healthcare professionals, our customers, in order to contribute to "Making people's lives healthier and safer". We have established a global system to accurately handle a series of customer service activities, from product sales to in-use support and repairs, and are engaged in daily operations.



*For difficult-to-handle devices such as ultrasound endoscopes, designated specialists are available (US)

Initiatives

Building a relationship of trust with customers

The Olympus Group believes that a relationship of trust with healthcare professionals is necessary to provide better products and services and contribute to making people's lives healthier and safer, and monitors customers' satisfaction with its activities at various points of contact with customers, including sales and after-sales services, in Europe, the Americas, Japan, and Australia. Based on the monitoring results, issues are clarified and prioritized, the impact on business is quantified, and feedback is provided to each department in charge to improve the quality of activities. By continuing these efforts, we hope to deepen the relationship of trust with our customers.
In 2023, we began monitoring in Singapore and the Hong Kong region using the same survey method, and plan to gradually expand the range of areas covered by the system.

Main measures implemented for improvement

Europe:

- Website modifications to facilitate customer interaction in France (ENT sector).
- Service-related improvements around customer support field service and repair process kindly include Italy, Poland and Czech Republic

Americas:

- Invoicing process reviewed; phone line and email improvements

Japan:

- Creation and implementation of a system to check the skills of telephone operators at call centers.
- Release of video service training content on endoscope operation via website

Australia and New Zealand:

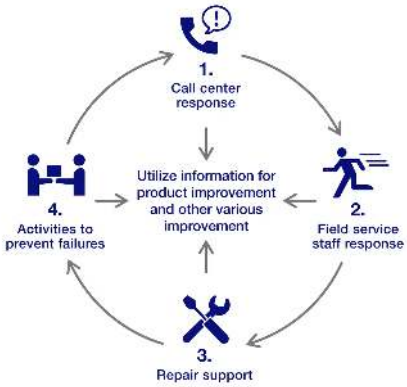
- Improvement of the quotation process to shorten repair times.
- Optimization of domestic logistics

Compliance in sales activities

Based on the Olympus Group Code of Conduct, the Olympus Group conducts thorough compliance education to ensure the safety of its products and services, eradicate discrimination and harassment, comply with ethical business practices, and protect personal information and other information assets.

Post-sales activities

The Olympus Group's core products, the endoscopes, are inserted into the body and are precision instruments with complex and special structures for reliable medical procedures by healthcare professionals. We systematically provide a variety of support even after the product has been sold, as it requires inspection before use, proper reprocessing (cleaning, disinfection, and/or sterilization) after use, and regular maintenance.



1. Installation, operation check, and instruction on handling of equipment
2. Provision of optimal support through regular visits*
3. Proposals to prevent failures*
4. Provision of information on pre-use checks and maintenance of products*
5. Equipment inspection by service staff*
6. Proposal of operation plans tailored to the equipment's usage status

* This service is provided upon customer request.

1. Call center response
   The call centers respond to inquiries in detail with systems suited to each region. We also respond to inquiries through our website. Call centers in Japan, China, and the U.S. are staffed with teams dedicated to handling and troubleshooting equipment, and handle troubleshooting while using the equipment actually in use.
2. Field service staff response
   Field service staff will hurry to the site to inspect the equipment and take action for early restoration in the event of trouble.
3. Repair support
   We have established repair systems in each region of the world. In addition, centralized repair centers have been established in key regions to ensure prompt and stable repair response to severe failures. To minimize disruption to the healthcare delivery system, we will also arrange for alternative equipment* when repairs are handled. In the U.S., we have developed a portal site to check the status of repairs. A similar portal site is currently being piloted in Europe and will be expanded to other regions in the future.

   * Depending on the product, we may not be able to get a replacement right away.

4. Activities to prevent failures
   Conducted training* on how to use equipment to avoid damaging it and in accordance with customer requests.

   * For customers with service contracts, failure prevention education is provided based on the failure occurrence status and details of the failure to prevent recurrence.

Repair site

Each Olympus Group repair center is equipped to respond promptly to repair requests from customers. In addition, the Olympus Group has a mutual backup system in case of emergencies such as disasters.

Global Service Network for Medical Business

Procurement

Basic Approach and Policy

The Olympus Group aims to strengthen supply chain management (SCM) within the context of business continuity and sustainable value creation. In June 2021 we replaced our procurement policy with a supply chain policy in line with our ESG (environment, society, and governance) initiatives to contribute to sound and fair transactions and the sustainable development of society. In addition, we formulated the Olympus Group Green Procurement Standards, which set out our basic environmentally conscious approach to procurement. Since then, the Olympus Group has disclosed its basic stance on the supply chain both internally and externally through its website and training sessions, while strengthening compliance with laws, regulations, and social norms. We have also established the "Expectations of Suppliers" as a concrete guideline for complying with laws, regulations, and social norms, including respect for human rights and the elimination of antisocial forces, prohibiting corruption and bribes, promoting fair and lawful transactions, and taking the environment into consideration. When selecting new suppliers, we review their current response to compliance with social norms and environmental issues as one of our screening criteria.
Based on these principles for procurement activities, the Olympus Group strives to create and strengthen good relationships with our suppliers through fair, just, and transparent transactions.

System, Mechanisms and Initiatives

Sharing Business Strategies and Supply Chain Policy

We share our "Expectations of Suppliers" and "Green Procurement Standards" in writing with our suppliers in Japan, asking them to comply with laws and regulations, social norms, and environmental considerations. We conduct an annual web-based supplier survey in Japan with 30 CSR questions to raise suppliers' awareness of issues related to the Sustainable Development Goals (SDGs).
Our Global Procurement ESG strategy consists of three materiality topics as part of the focus area of Responsible Supply Chain:
1. Improve supply chain risk mitigation and resilience by implementing a multitier supply chain risk monitoring solution.
2. Enhance social (human rights) commitment in SCM: This includes creating and publishing a Global Supplier Code of Conduct as well as monitoring ESG risk in our supply chain.
3. Environmental Supplier Management: We will begin creating a baseline of CO2 emissions from our suppliers, as well as asking suppliers to set science-based targets for our Science Based Targets initiative (SBTi[1]) certification.

[1]Please refer to the following website for information on SBTi certification: https://sciencebasedtargets.org

Supplier Survey and Improvement Activities

Once a year Olympus conducts a web-based survey of our major suppliers around the world with whom we have ongoing business in Japan. The survey covers 123 questions, of which 24 are related to sustainability management information, sustainability initiatives, and business continuity plans (BCPs). In FY2023 we added six questions relating to climate change, including actual greenhouse gas emissions.
In FY2023 the survey was conducted on 667 companies, including overseas suppliers. Responses were received from about 86% of companies. If the survey results show that a supplier does not satisfactorily comply with legal and social norms, as well as environmental protection, and needs to improve, an onsite audit is conducted, and they must implement corrective actions in order to meet the points listed in our “Expectations of Suppliers.” At the same time, wherever possible, we recommend self-improvement actions to prevent the risk of incidents.

Key Evaluation Items in Supplier Survey for Initiatives with Suppliers

Evaluation	Criteria Details
Management information	Corporate information, financial condition

Sustainability	Compliance with laws, regulations, and social norms Protection of human rights (child labor, forced labor, inappropriate low-wage labor) Protection of worker rights (labor standards, occupational safety and health) Protection of the environment (CO_2 emissions, waste discharge, water usage, environment-related chemical substances) Personal and confidential information protection, intellectual property protection
BCP	Business continuity strategy, manufacturing site information, contact information during emergencies and disasters, confirmation of supply chain, confirmation of employee safety
Environment and quality	Acquisition of ISO 14001, ISO 9001, and ISO 13485 Procurement and process management (5Ms [materials, methods, measurement, machinery, manpower], change information, noncompliant treatments)
Delivery/Cost	Production plans, progress and distribution management, cost reduction activities
System	Computer security

Response to Conflict Minerals

One of the effects of the continuing civil war in the Democratic Republic of the Congo (DRC) has been the use of minerals, including tantalum, tin, tungsten, and gold, mined in the DRC and neighboring countries to raise funds for armed groups. For many years, this practice has resulted in human rights violations, including child labor, sexual violence, and environmental damage. In July 2010 the United States sought to cut off this supply of funds to armed groups by introducing an amendment to its financial regulation law defining these four substances as conflict minerals. Companies listed in the United States that use conflict minerals are now required to submit reports to the US Securities and Exchange Commission (SEC). Other moves by international organizations, governments, NGOs, and industry organizations to solve this problem include the publication of the Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas by the Organization for Economic Cooperation and Development (OECD).
The Olympus Group upholds international efforts to resolve the problem of conflict minerals. On behalf of the Olympus Group, Olympus participates in a committee established by the Responsible Minerals Trade Working Group of the Japan Electronics and Information Technology Industries Association (JEITA). Working together with suppliers, such as by discussing the conflict minerals at the Supply Chain Policy Meeting, we ensure transparency in our supply chains and continue the procurement of parts and materials that does not cause human rights violations.

Education for Compliance with the Subcontract Act

Olympus regards the Subcontract Act as one of the most important applicable laws, and we engage in a wide range of activities to ensure compliance. The participation rate for the Subcontract Act e-learning programs for all employees of Olympus and its Japan subsidiaries in FY2023 reached 97%. Following the establishment of the Subcontractor Act Promotion Committee in FY2020, we are reinforcing the Olympus Group's compliance with the act and are providing internal workshops as a part of such efforts. In FY2023 we held specialized training according to the nature of transactions for each function with 178 participants from procurement, 1,401 participants from manufacturing, and 2,703 participants from R&D to further deepen their understanding of the Subcontract Act.
We will continue to provide education to ensure Group-wide compliance with the Subcontract Act.

Employment

Basic Approach and Policy Promotion Structure Initiatives

Basic Approach and Policy

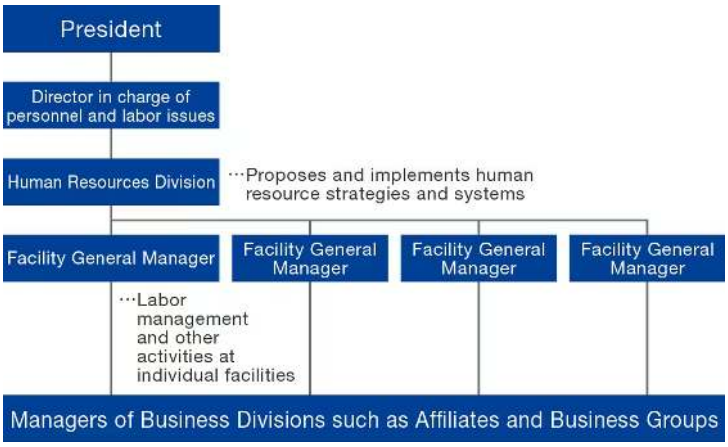
The Olympus Group published the Olympus Global Code of Conduct to define the ethical standards for the behaviors of all group members. We place the highest value on "Respectful Behavior. Under the Code of Conduct, we clearly declare that we do not allow harassing behavior or discrimination based on personal characteristics like gender, age, nationality, ethnicity, skin color, political views, sexual orientation, religious beliefs, social background or disability. "Show appreciation for diversity of people, views, and work styles" and "Never discriminate against job candidates or employees" are two examples of "What we do". With these basic codes of conduct fully implemented, we provide all employees with equal opportunities to fulfill their potential and improve their abilities as well as opportunities to work, develop their abilities and gain promotion according to their level of competency.
In April 2019 we introduced a corporate transformation plan Transform Olympus, a global-scale human resources policies that serves as the basis for our global employees to follow our Corporate Philosophy (Our Purpose and Our Core Values), and to encourage each employee to take on ambitious challenges for personal growth. Under our transformation plan, we will assign employees in the most efficient way without regard to attributes such as nationality or gender to encourage our diverse human resources to work effectively. Especially in Japan, we plan to expand the use of our HR systems based on "job-focused employment" to all employees, starting from Olympus. Rather than the traditional Japanese HR systems based on "membership-type employment," in which factors such as age and years of service affect compensation, compensation can be more direct depending on the size of responsibility of the individual's roles. We also plan to introduce a global common performance management system that will allow us to evaluate individual performance fairly across the world and reward their performance. We believe that these reforms in the human resources system will provide a shortcut for employees to draw their own career passes while pursuing their expertise.

Human Rights Policy

Promotion Structure

In the Olympus Group, the President is ultimately responsible for our strategy for human resources including personal management and labor relation, while the Corporate Officer in charge of human resources implements our group-wide human resource strategy through the HR function at the headquarters.
We are implementing measures to ensure that we follow labor and employment laws and regulations in the various countries in which each subsidiary and division operate in compliance with the Group's human resource strategy to ensure diversity in human resources for optimal business management.
Olympus and its Japan subsidiaries are sometimes located in one facility. Each facility has its own general manager to ensure comprehensive implementation of policies and measures involving personnel and labor issues.

Organization of Human Resource Strategy Promotion (Olympus and its Japan subsidiaries)



Initiatives

Recruitment in FY2023

Olympus hired 243 employees (only full-time employees) in FY2023, almost the same number as the previous year. Of these, mid-career employees accounted for 72% of the total.
Also, the recruitment rate of female employees was 25.9%, falling by approximately 6.0% compared to the previous year.

Employment of People with Disabilities

Olympus actively promotes the employment of people with disabilities (physical, mental, and intellectual). After hiring employees, they are active in a wide range of fields, including general clerical positions, as well as research and development positions such as manufacturing engineering positions and IT development positions. In April 2009, we established a special subsidiary* called Olympus Support Mate,which mainly employs people with intellectual disabilities and strives to continuously employ them by creating an employment environment that includes the establishment of work processes suited to the characteristics of the people with disabilities and the placement of supporting staff for their active roles. In addition, Olympus Support Mate's Cleaning Business Group has been established in Aomori Olympus, Aizu Olympus, Nagano Olympus, and Shirakawa Olympus to contribute to the creation of job positions where people with disabilities can work in local communities. The potential of people with disabilities is then linked to the company's strengths. As of April 2023, the employment rate of eight special corporate groups was 2.78%, maintaining a level above the statutory rate of 2.3%. Olympus Terumo BioMaterials employs para-athletes who aspire to the Paralympic Games and supports their athletic activities. At the same time, Olympus actively supports social contribution activities such as hands-on classes aimed at realizing a society in harmony.

> Olympus Terumo Biomaterials "Initiatives for Employment of Persons with Disabilities"

* Special-purpose subsidiary: A subsidiary approved by the Minister of Health, Labour and Welfare under the provisions of Article 44 of the Act on Employment Promotion, etc., of Persons with Disabilities s an organization that gives special consideration to the employment of people with disabilities and is deemed as one of the business offices of its parent company.

Employment of the Elderly

Olympus has a system to continue employing employees who want to work for the Company after reaching the retirement age of 60 until they become 65 years old. In FY2023, 107 people newly qualified for the system, and 100% of the employees requesting continued employment were hired accordingly.

Labor Relations

Basic Approach

The Olympus Group values protection of the rights of individual employees in order to offer better value to society. We implement appropriate measures based on human rights viewpoints and the labor and employment laws of each country.
The Olympus Group Human Rights Policy supports respect for the rights of the worker as set out in the ILO Declaration on Fundamental Principles and Rights at Work and the Group pledges to implement these principles in its companywide management and daily business activities.

> Human Rights Policy

Initiatives

Global Employee Survey for the Improvement of Employee Engagement

We conduct employee surveys (core value surveys) to listen to the opinions of employees and to achieve a better corporate culture and work environment. The results are shared with management, including regional management, and measures are implemented at various organizational units. From August to September 2021, we conducted our first core values survey in 3 years. It was conducted in 43 countries and regions and 18 languages, with a response rate of 86%. The percentage of employees who responded they understood the core values was 78%, and the percentage of employees who responded that they were positive about engagement was 67%, an improvement from the previous survey. Of the 42 items, 39 showed improvement from the previous survey, indicating that we are making steady progress in our efforts to improve our corporate culture.
In addition, we have defined the corporate culture that the Olympus Group aims to achieve as a “healthy organizational culture.” To achieve this culture, we are addressing issues common to the entire company and issues specific to each region, while at the same time providing and promoting the use of “healthy organizational culture practice tools” that can be implemented at each workplace. In particular, we are taking action for collaboration, delegation of authority, corporate culture encouraging challenges, and improvement of work-life balance.

Labor-Management Consultations (Japan)

The top management of Olympus provides regular opportunities for labor-management consultations both centrally and at individual facilities, including twice-annual meetings of the Central Labor-Management Council with the Olympus Labor Union, to discuss reforms of the corporate culture, such as the improvement of labor conditions and revisions toward more flexible workstyles.
In FY2023, labor-management talks confirmed that Olympus would continue discussions on management measures and organizational culture development in general. Also, through continuous labor-management dialogues, revisions were made to the labor agreement and employment regulations for the adoption of a job-based HR system.
As of April 1, 2023, 4,636 permanent employees (other than those at managerial positions) were members of the labor union, which covers 69% of all employees.

Our Approach to Employee Development

The Olympus Group regards its employees as key to our current as well as long-term success. By treating every employee with respect, sincerity, and empathy, we aspire to become an organization capable of fulfilling Our Purpose, putting patient safety at the heart of our endeavors, delivering against our business strategies, and operating successfully in a fast-moving global environment. To achieve this goal, every employee needs to gain a deep understanding of the principles and values shared by the entire Group and to build professional and personal skills to contribute to our shared objectives.

Our ambition regarding learning and development is to create a culture that empowers all employees to grow, build relevant capabilities, and live in accordance with Our Core Values. Changes in markets, technologies, and society have a huge impact on the way we work and the skills that are necessary. The Olympus Group therefore recognizes learning as a lifelong activity. We encourage employees to learn, and we provide them with opportunities to do so in the form of training and education offers, learning from colleagues and leaders, and job and task assignments that foster growth.

Leadership quality is a key enabler both for our business success and our cultural transformation. Our global leadership competency model provides a common global framework for leadership development, talent and succession management, hiring and performance evaluation of leaders.

We aim for the consistent development of our employees regardless of where they are based in the world. With the introduction of our new global performance management process, we emphasize the importance of Our Core Values and foster feedback and learning. Employees are encouraged to create individual development plans. In addition, we measure our success in employee development through regular employee surveys.

Our Development Offers

Olympus provides a wide range of development offers, both on a global and regional/local level, directed at leaders, individual contributors, and teams.

Our focus areas are:

Our purpose, values and culture: Putting patient safety and quality at the heart of everything we do:
Exemplary offers include onboarding sessions on a global and regional/local level, Our Core Values weeks to embed Our Core Values and encourage our employees to embody them, and lectures where patients and healthcare professionals share their stories.

Personal and professional growth: Building the skills and mindset required for success on a business and personal level
Exemplary offers include leadership programs focusing on our leadership competencies, 360 Feedback for leaders, facilitated courses and e-learning

relating to business skills (e.g. project management, presentation, decision making, feedback), language courses, cross-cultural collaboration workshops, and career workshops. From 2020 to 2023, we delivered the Business & Professional Skill Development program with the total participation of more than 6,600 leaders and employees.

Functional/job-specific skills: Building expertise in your chosen field
Exemplary offers include, among many more, product and sales training for our salesforce, training for employees in manufacturing and repair, and the Marketing Academy.

In addition to these offers, we are establishing LinkedIn Learning as an offer to employees to select from more than 20,000 courses. This offer is already available to 8,000 employees worldwide and will be extended to 20,000 employees within the next 12 months.

Leadership Development

In 2019 Olympus introduced the Global Leadership Competency Model (GLCM), which highlights the main competencies that leaders need at Olympus to deliver against our strategy and achieve our goals. This model was first applied in talent and succession management for global key roles. Since 2021 it has been expanded and rolled out to all management positions. The model is applied in hiring/selection, talent and succession management, learning and development, and, from April 2023, our global performance management process as well. The GLCM is the foundation for our global leadership development offers.

Global 360 Feedback: Introduced in May 2022, this is a development offer for all leaders. Leaders receive feedback from direct reports, peers, and manager with the purpose of gaining insights on strength and development areas and deriving development goals from the process. Since its introduction, more than 500 leaders have gone through the process already.

In FY2023 we offered six Master Classes to our senior leaders with a total participation of approximately 850 people. These lectures from high-profile experts focused on such leadership competencies as innovation, strategic mindset, and developing talent.

Regarding talent and succession management, we conduct the visualization of human resources using the nine-box matrix tool to measure performance and potential. This approach leads to custom-made skill development for each employee, as well as the identification of high-potential human resources, strengthening of the succession pipeline, and the implementation of strategic and planned training and assessment.

From 2023 on, a facilitated live-virtual GLCM Module Program will be launched. Based on business needs and individual development plans, managers select modules that provide insights and help build skills in specific leadership competencies. This globally consistent program ensures that Olympus leaders will develop a common language and skillset across the world.

Regional leadership development activities complement the global offers. Examples include:
• Regional mentoring schemes
• Programs for newly appointed leaders
• Courses that focus on specific skills (e.g., managing change, coaching, hiring)

Training and Education System in Japan

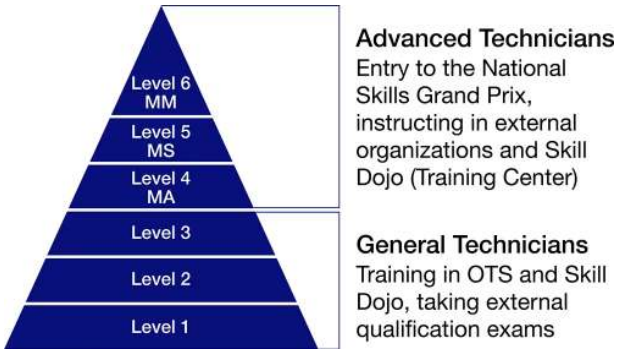
At present, Olympus and Olympus Marketing, Inc. provide educational programs and learning opportunities for their employees, with several hundred course titles made available each year. They include e-learning programs based on the Olympus College Plus educational management system and group specialized skills training and compliance training programs. With advances in the online environment in recent years, we are working to develop more effective and efficient skills development systems. Specifically, we have reduced travel costs by conducting online group training programs, created new internal studios, improved the program participation rate with on-demand videos for existing programs and improved the learning effect through combining these programs with flipped learning. By thus consolidating our human resources systems on a global scale, we hope to achieve greater improvements in the training content, learning effect and participation efficiency.

◊ Manufacturing Technicians Training Program

The Olympus Group regards its manufacturing technicians as an important source of added value.
The manufacturing sites in Japan provide them with functional training through the Manufacturing Technicians Training Program. In the Manufacturing Technicians Training Program, we classify skills of manufacturing technicians into 6 stages, aiming at a planned level-up. Level 1 to 3 new employees are "general technicians," Level 4 and above are certified as "advanced technicians" with high technical skills. Level 4 employees are referred to as Manufacturing Advisors (MA), Level 5 as Manufacturing Supervisors (MS), and the highest level 6 as Manufacturing Masters

(MM). From new recruits to MMs, we nurture our employees in a planned manner according to their level. As of April 1, 2023, the cumulative number of advanced technicians reached 105.

We implement training programs for employees aiming for high-level certification. Since advice can be received from high-level certified technicians, these programs naturally strengthen organizational capability and also boost individual motivation. As with manufacturing sites in Japan, at Olympus Vietnam Co., Ltd., which handles the manufacture of medical products, a certification system for bonding and soldering work has been introduced. This is designed to upgrade the training and education programs and contribute to the creation of a global manufacturing system.



Skill level of Manufacturing Technicians Training Program (Manufacturing sites in Japan)

Diversity, Equity and Inclusion

Basic Approach Global DEI Promotion System Global DEI Strategic Priorities and Initiatives DEI Initiatives for Each Region
Targets and Achievements Data

Basic Approach

The Olympus Group has formulated and made public its global Diversity, Equity and Inclusion (DEI) strategy for fiscal 2023.
In our journey of achieving Our Purpose of "Making people's lives healthier, safer and more fulfilling," DEI is an indispensable piece of strategy to ensure. We can increase organizational capability and sustainability ensuring that we will be chosen by employees, customers and stakeholders to fully realize Our Purpose.

Olympus Names Wenlei Yang the Newly Established Chief Diversity, Equity and Inclusion Officer

Statement (Our Vision of DEI)

At Olympus, valuing people with diverse perspectives and backgrounds is a part of Our Core Values. Olympus respects the differences in our people's age, gender, race, sexual orientation, gender identity, socioeconomic status, ethnicity, (dis)ability, nationality and culture, language, religion, opinions, political stance, experiences, and career backgrounds.
Olympus continuously works to build an inclusive culture and equitable systems, where everyone, including the communities we serve, are accepted for who they are, with equal access to opportunities.
We believe that Diversity, Equity and Inclusion are equally important, and only when DEI becomes integrated into our daily work, will people be their true self, release their full potential, and perform at their best.
In an inclusive and equitable environment, our people with their diverse backgrounds will better understand our customers' varied needs and expectations, thereby creating new value by exchanging their opinions between each other, and developing solutions together to ultimately contribute to Our Purpose of "Making people's lives healthier, safer and more fulfilling."

Definition of Diversity, Equity and Inclusion

Diversity

Respect for all people, regardless of differences in age, gender, race, sexual orientation, gender identity, socioeconomic status, ethnicity, (dis)ability, nationality and culture, language, religion, opinions, political stance, experiences, and career backgrounds.

Equity

The opportunities for growth that the company provides are not affected by the differences that each employee may have. Olympus provides equitable opportunities for everyone to perform at their best.

Inclusion

Employees are accepted as they are and feel safe to express their opinions freely.

Why Olympus Is Committed to Engaging In DEI Initiatives

In our journey of achieving Our Purpose, DEI is an indispensable piece of strategy to ensure that we will:

- **Enhance the employee experience and further enable everyone to be their true self and be recognized in the organization.**
- Achieve **better decision-making and foster innovation**, to bring more **value through our products and services to our customers and patients.**
- Foster creativity and have **more chances to** streamline processes and **increase productivity.**

As a result, we can increase organizational capability and sustainability, ensuring that we will be chosen by customers and stakeholders, to fully realize Our purpose.

Global DEI Promotion System

To actively promote DEI, Olympus has created the new post of Chief Diversity, Equity and Inclusion Officer (CDO), as of June 1, 2023, with Ms. Wenlei Yang, Regional Representative Officer, Japan, having been appointed to this position. While continuing to serve as the Regional Representative Officer, Japan, CDO Yang will endeavor to expedite initiatives related to Olympus's global DEI strategy in this new role.

As a leading global MedTech company, Olympus has a duty to establish an understanding of the latest trends and implement appropriate measures which cater to the expectations of its stakeholders. The creation of this new position will also help ensure Olympus's global governance structure for DEI measures. We are confident that Ms. Yang's leadership based in her abundant experience will drive our organization towards our DEI goals.

Global DEI Strategic Priorities and Initiatives

Four Strategic Priorities

In engaging with DEI, four key themes are being prioritized globally[1].

1. **Gender and Life Priority,** to further support women colleagues and all "Care Takers[2]" that may have time constraints through life events
2. **Nationality and Culture,** to increase diversity and ensure equitable access to opportunities regardless of nationality/culture or language
3. **Career and Experience,** to increase professional experience and broaden team/organizational coverage of perspective
4. **Inclusive Environment,** to ensure psychological safety that everyone could speak up and collaborate effectively

1 DEI efforts concerning other pillars, including age, race, sexual orientation, gender identity, socioeconomic status, ethnicity, (dis)ability, religion, opinions and political stance are all equally important in Olympus. Increase diversity and ensure equity in each pillar to be driven in each region, taking regional features into account.

2 Care takers are people need to work and at the same time taking care of their children, parents, families etc.

Specific Initiatives

Olympus are pioneering the provision of globally common DEI training for managers, as well as opportunities for employees to apply for global positions, while also providing language learning programs, in line with the four main themes outlined above. It is planned to roll out new measures in turn and to deploy these globally in a gradual fashion.

In addition to these respective initiatives, Olympus holds global events. On International Women's Day (March 8, 2023), around 400 employees from Japan, Americas, EMEA, China, and the APAC region simultaneously participated online.

More initiatives support to realize strategic priorities to come in near future

DEI Initiatives in Each Region

In addition to global DEI initiatives, we implement activities tailored to the specific challenges and needs of each region. Please see below for more details.

- Promotion of DEI in Japan
- Diversity, Equity and Inclusion in the Americas

Targets and Achievements Data

DEI-Related KPIs

The following KPIs were established when we launched the strategy in FY2024, which will not be the purpose of DEI program but provide measurement for us to understand our achievement.

1. Achieve 30% representation of women in management roles globally byFY2028 (including doubling the rate of women managers at Olympus Corporation to 13%)
2. Have 100% of eligible men at Olympus Corporation take parental leave by FY2026
3. Increase the diversity of nationality and cultural at the Olympus Group and further improve employee engagement scores

Current statuses (as of March 1 2023)

- Percentage of female managers globally: 22.7%
- Percentage of female managers at Olympus Corporation: 7.2%
- Rate of male employees acquisition of parental leave at Olympus Corporation: 70.2%

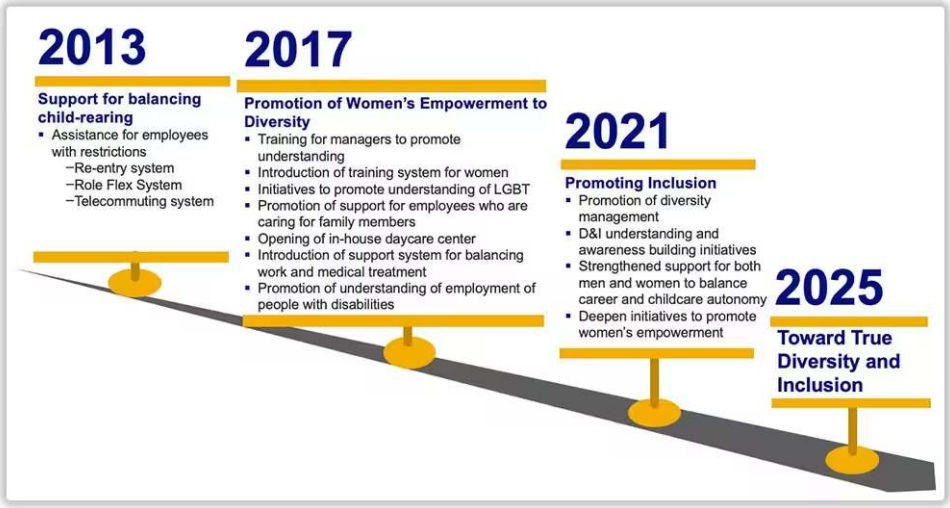
* Please refer to the following page for details of results for Olympus Corporation.

> Promotion of DEI in Japan

Promotion of DEI in Japan

Changes to DEI Initiatives in Japan Systems and Mechanisms Initiatives Targets and Achievements Data

Changes to DEI Initiatives in Japan



Action Plan

- General employer action plan based on the Act on Promotion of Women's Participation and Advancement in the Workplace
- General employer action plan based on the Act on Advancement of Measures to Support Raising Next-Generation Children

Systems and Mechanisms

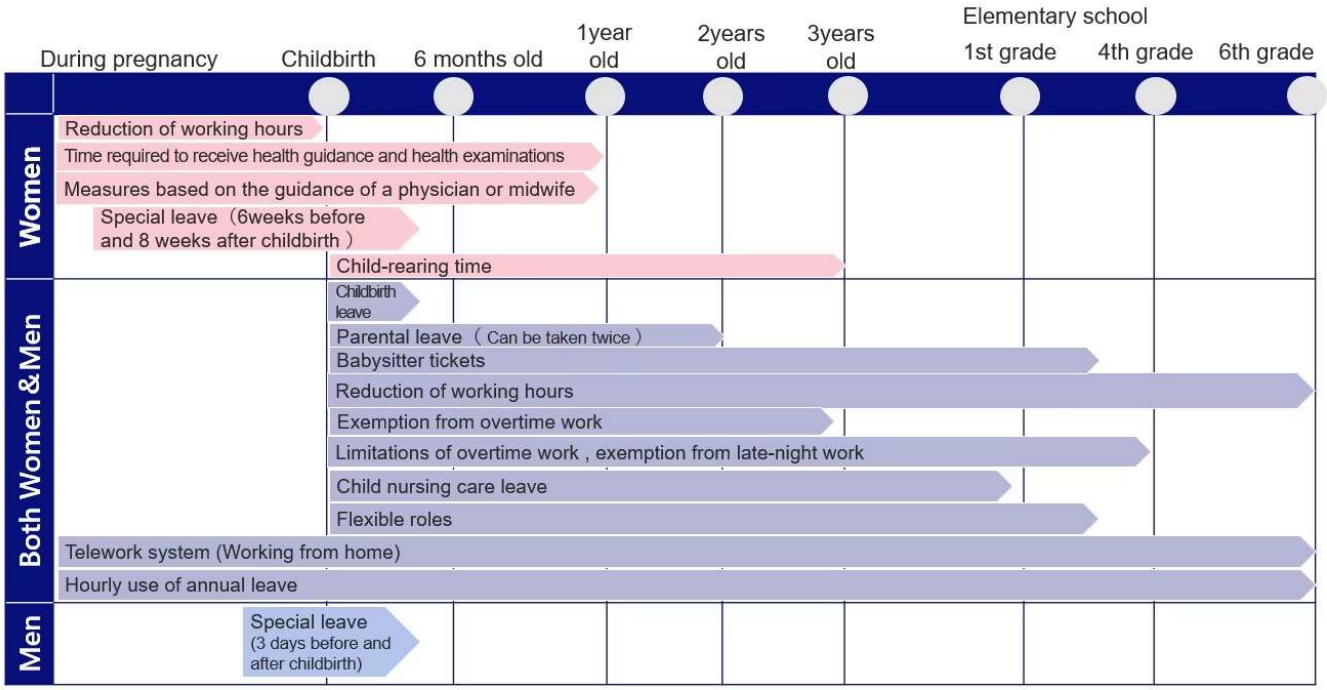
Effects of Workstyle Reform

To realize the purpose of our existence, Olympus promotes diverse work styles with the aim of creating a healthy organizational culture in which each and every employee can perform at his or her best.
In April 2021, we revised the system, particularly in terms of teleworking, by significantly reviewing the eligible employees, maximum number of days, and places of work, in order to enable flexible work styles.
In addition, we created a work environment that offers versatile working styles and that is not restricted by time or location by introducing paid annual leave that is granted in units of hours, introducing satellite offices and other measures. Through these efforts, we aim to improve productivity, achieve work-life balance for employees, and foster an autonomous workplace culture.
We have also introduced a flextime work system Core Time[*1], which allows employees to decide freely when to start and finish work during core times[*2], to create a workplace culture that values their initiative, to improve their working efficiency and increase their mental and physical motivation. We are promoting initiatives that ensure a balance between the needs of the company and the day-to-day experience of our employees.

*1 In June 2020, we revised our core time to 11:15-13:30.

*2 Employees who are involved in work that requires regular working hours may not be eligible.

List of Childcare-Related Systems



Initiatives

- Fostering an Inclusive Culture
- Promoting the Advancement of Women
- Women's Activity Promotion Training System
- External Evaluations

Fostering an Inclusive Culture

The Olympus Group respects all forms of diversity and takes action to develop an open organizational climate based on mutual acceptance and to help employees understand the unique issues of each individual and overcome them.

Starting in FY2023, we held a DEI event with the objective of raising company-wide awareness by providing opportunities for employees to exercise “ownership” of DEI. A total of approximately 1,000 employees participated in lectures by outside experts, experience-based events, seminars for specific attributes, and other programs.

During the DEI event period, we also distributed e-learning for all employees, including employees of subsidiaries. The participation ratio for Olympus was 93%. Through this program, we continuously raised the awareness of the 50% of employee who had knowledge before taking the course and provided an opportunity for an additional 40% of employees to gain knowledge.

Experience-based events

Promoting the Advancement of Women

Olympus and its Japan subsidiaries actively recruit and promote high quality professional and talented people and provide them with opportunities to work in our company so that all employees can demonstrate their abilities without discrimination based on gender in recruitment, promotion, or salary increases.

- Employment: Social: Sustainability: Olympus (olympus.co.jp)

As of March 2023, Olympus has 105 female employees in managerial positions with a ratio of exceeding 7%. The ratio of female assistant managers and section heads who are candidates for managerial positions is 15.4%, and the overall ratio of female employees is 20.6%, both of which are higher than in the previous fiscal year.

To achieve a good balance between private life and career development, we have introduced various systems for employees with children, including shorter working hours for periods that exceed legal requirements. We have also established the Olympus Kids Garden, an in-house childcare center, at our Shirakawa and Hachioji business sites.

Our training system is implemented on an ongoing basis and is designed to develop next-generation leaders, support their careers, and foster a corporate culture. We also provide training for female leaders to strengthen the skills of candidates for management positions, a mentoring system that encourages female leaders to think about their careers through dialogue with mentors, support for balancing their work with their career path by providing a place for employees on childcare leave to network, training for employees returning to work after childcare leave to support early start-up of operations after returning, and training for managers to learn about the management of diverse human resources.

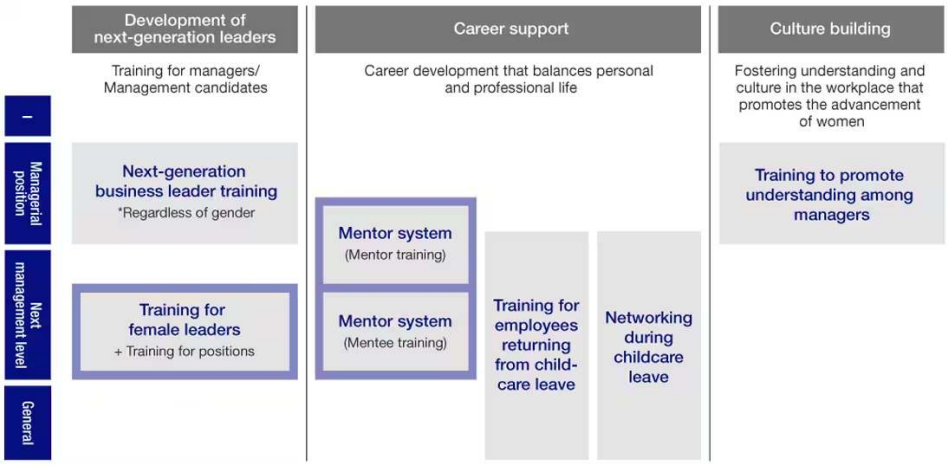
We also hold networking events for female employees in managerial positions. In FY2023, we had held lectures by an outside expert and a female Corporate Officers, with total participation of 40 employees.

A networking event for female employees in managerial positions (the CHRO and RRO also attended)

Training for managers to promote understanding

Olympus Kids Garden, an in-house childcare center at the Hachioji business site

Women's Activity Promotion Training System



External Evaluations

Platinum Kurumin

Of the companies that formulate action plans under the Act on Advancement of Measures to Support Raising Next-Generation Children (Next-Generation Act), those that achieve the targets specified in those action plans and meet certain standards may apply to be recognized as companies that support the raising of children and receive Kurumin certification from the Minister of Health, Labour and Welfare.
Olympus and its Japan subsidiaries have developed action plans to implement and continue to work on the Act on Advancement of Measures to Support Raising Next-Generation Children. As a result, Olympus in 2022, Olympus obtained “Platinum Kurumin Certification,” which recognizes companies that are committed to high standards while promoting ongoing initiatives. Furthermore, Olympus Terumo Biomaterials was certified a “Platinum Kurumin Certified Company” in 2021, and Olympus Marketing and Aizu Olympus were certified “Kurumin Certified Companies” in 2020 and 2022, respectively.

Eruboshi

Of the companies that formulate action plans under the Act on the Promotion and Advancement of Women, those that achieve the targets specified in those action plans and meet certain standards may apply to be recognized as good companies that implement measures for promotion and advancement of women and receive Eruboshi certification from the Minister of Health, Labour and Welfare.
In 2019, Olympus received Eruboshi certification.

PRIDE Index 2022

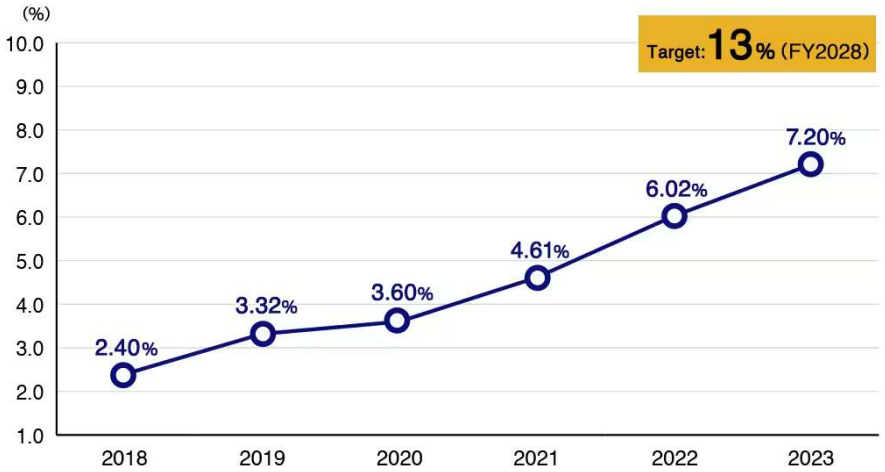
Olympus has established a dedicated consultation office in Japan to promote understanding and support for sexual minorities. We also conducted e-learning and ALLY activities by volunteer to promote understanding of LGBTQ issues.
As a result of these activities, we received a "Silver" certification in the "PRIDE Index 2022," an evaluation index for LGBTQ initiatives in Japan.

Targets and Achievements Data

【Female】

	April 2022	March 2023	April 2023
Female officers	8.8%	9.1%	9.1%

Changes in Females in Managerial Positions



	April 2022	March 2023
Female section supervisors	14.0%	15.4%
Female employees	20.1%	20.6%
Female new graduates recruited*	25.9%	27.9%
Female mid-career hirings	25.3%	24.7%
Male years of continuous employment*	14.10 years	16.02 years
Female years of continuous employment*	10.90 years	13.01 years

Note: Seconded employees were counted as employees of the seconding company.

Note: In 2023, the scope of employees included in calculations was expanded from regular employees to directly-employed employees, and the calculation period has been changed from April to March.

* Female new graduates recruited and years of continuous employment are calculated for regular employees.

【Foreign nationals and other】

	April 2022	March 2023
Officers with foreign nationality	32.4%	33.3%
Persons with disabilities*	2.8%	2.8%

* Eight companies of the special group

【Childcare related】

	FY2022	FY2023
Men who took childcare leave*1*2	41.3%	70.2% *Target: 100% (FY2026)
Women who took childcare leave	100%	94%*3
Childcare leave period (males)	41.1 days	26.5 days
Childcare leave period (females)	367.4 days	354.1 days
Women who returned to work after childcare leave	100%	98%

Note: Seconded employees were counted as employees of the seconding company in FY2022, and employees seconded to the Company and to subsidiaries were excluded in FY2023

*1 In FY2023 for the purpose of calculating the percentage of men who took childcare leave, seconded employees were counted as employees of the company to which they were seconded.

*2 Men who took childcare leave includes those employees who were eligible to take special paid leave when their wives gave birth.

*3 The percentage of employees who took childcare leave in the relevant fiscal year was 100%, but maternity leave for women who gave birth is included in the childcare leave period, and consequently, the calculated percentage is 94%.

【Workstyle】

	FY2022	FY2023
Annual leave	13 days	12 days
Average legal overtime hours per month	7.0 hrs	8.6 hrs
Telecommuting use*	65.0% of eligible employees used service at least one day per month	70.0% of eligible employees used service at least one day per month

Note: Seconded employees were counted as employees of the seconding company in FY2022, and employees seconded to the Company and to subsidiaries were excluded in FY2023

Note: In 2023, the scope of employees included in calculations was expanded from regular employees to directly-employed employees.

* Seconded employees who telecommuted were counted as employees of the seconding company.

Diversity, Equity and Inclusion in the Americas

The Americas are a melting pot where people of diverse backgrounds live together to form the society. Olympus's employees in the Americas are also ethnically diverse, and they respect everyone's personality, individuality, culture, religion, nationality, and human rights as they work to create new value.

In 2018 Olympus Corporation of the Americas (OCA), which oversees Olympus's operations in the Americas, set up OCA-authorized networks for Diversity, Equity and Inclusion (DEI), called CANs (Colleague Affinity Networks), in 17 affiliate centers. At present, there are 10 affinity networks, and all of the CANs have management as their owners to support DEI activities.

Society has a tendency to focus on the negative aspects and vulnerability of social minority groups. The Olympus Group, on the other hand, strives to comprehensively understand their background cultures and characteristics in order to achieve great awareness and unexpected discoveries that contribute to the Group's management philosophy.

Colleague Affinity Networks (CANs)

1. Women's
2. Veterans
3. Inter Abilities
4. Asian
5. African American
6. Intercultural (San Jose)
7. LGBTQ
8. Interfaith
9. Emerging Professionals
10. Hispanic-Latino

The management philosophy of the Olympus Group consists of "Our Purpose" and "Our Core Values." All of the activities carried out by the CANs are the practical implementation of our core values of Integrity, Empathy, Long-Term View, Agility, and Unity. Such activities have started generating new synergy through stronger mutual understanding and respect, as well as broader communication ranges. They also discover unnoticed individual talents, promoting the right person to the right position and leading to the revitalization of human resources.

Colleague Affinity Group (CAN) Activities

Black History Month & Habitat for Humanity

Asian Heritage Month

Emerging Professionals Mentor Interns

Memorial Day & Veteran's Day Education

Occupational Safety and Health

Occupational Safety and Health

The Olympus Group has stated its policies on occupational safety and health and its basic approach to employee health management and the actions necessary to achieve them in the Olympus Global Code of Conduct.
Under the Code of Conduct, we are developing working environments that ensure safety and health for our employees.

Olympus Global Code of Conduct

Safe and Healthy Workplace

Occupational health and safety is a major priority. We take proactive steps to prevent accidents and occupational illnesses at work. We want our employees to work in an ergonomic and work-friendly environment. At Olympus, we promote good health and wellness.

What We Do:

- Use good judgment and act in a manner that is safe for you and others.
- Report safety concerns and work-related injuries or illnesses.
- Never joke about violence and report any violent threats or warning signs from others.
- Comply with applicable health and safety regulations.

Establishing the Environmental Health and Safety Policy to practice the Code of Conduct, we are developing working environments that ensure safety and health for our employees.

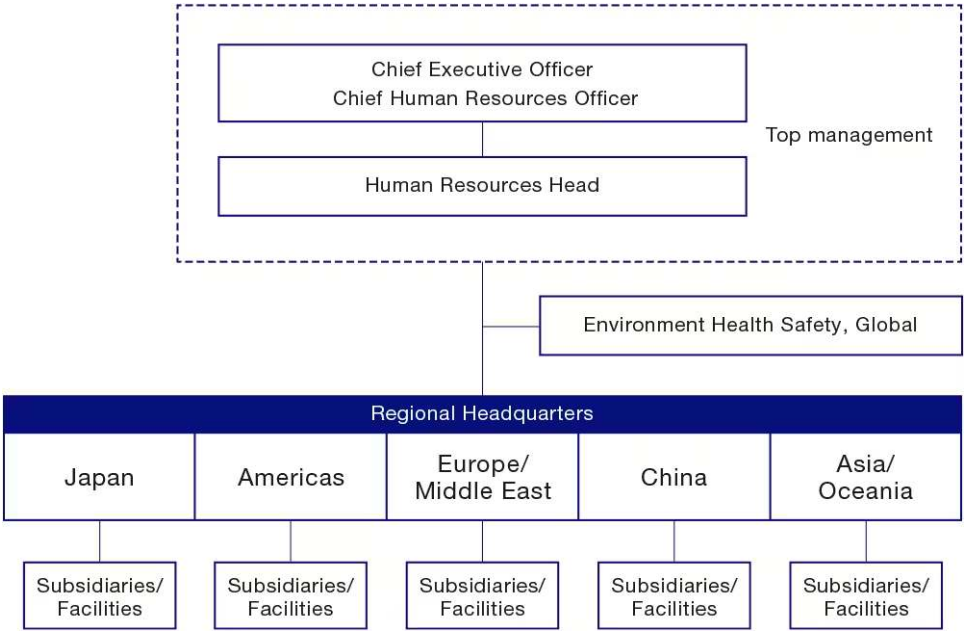
Environmental Health and Safety Policy

Promotion Structure and Initiatives

Global Safety and Health Organization

In the Olympus Group, the CEO and the CHRO are appointed as the top executive officers for the occupational safety and health. Also, the Human Resources Head, who manages human resource development and general affairs including matters related to the environment, health and safety (EHS), serves as the top management for occupational safety and health affairs for the entire Group. Based on the Environmental Health and Safety Policy formulated by the Human Resources Head, the EHS division stipulates the policy for EHS efforts each fiscal year and promotes these efforts at each base around the world. With the aim of complying with laws and regulations and reducing occupational safety and health risks, the Olympus Group promotes various initiatives at each global site, such as establishing a health and safety management system, conducting risk assessments, risk reduction activities, employee education and training, internal audits, workplace patrols, risk assessments by outside experts, and so forth.

In FY2023, the Olympus Group promoted health and safety activities with the goals of achieving zero serious accidents and reducing its lost time injuries frequency rate less than previous fiscal year (0.67) at its global bases. As a result of these efforts, the Group achieved zero serious accidents and reduced its lost time injuries frequency rate (0.63) less than the previous fiscal year.



External Certification (Occupational Safety and Health Management Systems)

For the maintenance and continual improvement of our occupational safety and health management systems and to retain the trust of our customers and stakeholders, we are acquiring certification for our occupational safety and health management systems.

Sites	Certification	Year of Certification
Aizu Olympus	JISHA OSHMS Standards*1	2011
Shirakawa Olympus	ISO 45001	2020
Aomori Olympus	JISHA OSHMS Standards*1	2009
KeyMed (Medical & Industrial Equipment) Ltd.	ISO 45001	2020
Olympus Iberia S.A.U.	ISO 45001	2021
Olympus Trading (Shanghai) Limited	Certified as Safe Production Standardized Company	2015

*1 JISHA OSHMS Standards Certification: Certification bodies certify sites that comply with the JISHA OSHMS Standards certification conducted by the Japan Industrial Safety & Health Association.

Occupational Injuries Data

The scope of the data on occupational injuries is as follows.

Japan: Olympus Corporation and its major Japan subsidiaries
Americas: Olympus Corporation of the Americas (regional headquarters) and its major subsidiaries
Europe: (FY2023 onwards) Olympus Europa SC & Co. KG (regional headquarters) and its major subsidiaries including sales subsidiaries
(Prior to FY2022) Olympus Europa SC & Co. KG (regional headquarters) and its major subsidiaries including sales subsidiaries
Asia/Oceania: (FY2023 onwards) Major manufacturing sites and sales subsidiaries in China
(Prior to FY2022) Major manufacturing sites
Prior to FY2022, data from the scientific solutions business are included.

Number of Lost Time Injuries

	FY2019	FY2020	FY2021	FY2022	FY2023
Japan	6	4	2	2	6★

	FY2019	FY2020	FY2021	FY2022	FY2023
Americas	37	20	4	12	2★
Europe	11	6	16	14	19★
Asia/Oceania	14	8	6	4	5★
Total	68	38	28	32	32★

★ Indexes certified by external assurance.

Lost Time Injuries (of one day or more) Frequency Rate*2 (LTIFR)

	FY2019	FY2020	FY2021	FY2022	FY2023
Japan	0.20	0.13	0.08	0.08	0.29★
Americas	3.27	1.93	0.39	1.13	0.21★
Europe	1.97	1.07	2.04	1.86	1.54★
Asia/Oceania	1.34	0.77	0.62	0.72	0.62★
Overall	1.17	0.66	0.52	0.67	0.63★
All industries (Japan)*3	1.83	1.80	1.95	2.09	2.06
Manufacturing industry (Japan)*3	1.20	1.20	1.21	1.31	1.20

★ Indexes certified by external assurance.

*2 Lost time injury frequency rate = number of lost time accidents ÷ (number of employees for that fiscal term × work hours) × 1,000,000

*3 Survey on Industrial Accidents, Ministry of Health, Labour and Welfare

Occupational Illness Frequency Rate*4 (OIFR)

	FY2019	FY2020	FY2021	FY2022	FY2023
Japan	0.07	0	0	0	0

*4 Occupational illness frequency rate = number of cases of occupational illness that result in lost time*5 ÷ (number of employees for that fiscal term × work hours) × 1,000,000

*5 Industrial accidents found in the list of occupational diseases of the Ministry of Health, Labour and Welfare (Appended Table 1-2 of the Ordinance for Enforcement of the Labor Standards Act (Ordinance of the Ministry of Health and Welfare No. 23 of August 30, 1947))

Number of Fatalities*6

	FY2019	FY2020	FY2021	FY2022	FY2023
Japan	0（1）	0（0）	0（0）	0（0）	0★（0）
Americas	0（0）	0（0）	0（0）	0（0）	0★（0）
Europe	0（0）	0（0）	0（0）	0（0）	0★（0）
Asia/Oceania	0（0）	0（0）	0（0）	0（0）	0★（0）
Total	0（1）	0（0）	0（0）	0（0）	0★（0）

★ Indexes certified by external assurance.

*6 Numbers in brackets indicate contractors

Employee Training

To raise employee awareness of safety and health, the Olympus Group implements a variety of safety and health training programs, led by the safety and health officers at each site.

Category	Subjects	Contents
Basic training	New employees	Basic training on safety and health at time of hiring of new employees (safety and health-related laws and regulations, internal management systems, rules, etc.) ◆ Japan: Implemented in April 2022 (52 participants) ◆ China: Implemented within 1 week after entering the company ◆ Asia: Implemented at manufacturing sites in July 2022 (661 participants)
	Subject employees	Basic training on safety and health (safety and health-related laws and regulations, risk reduction measures, etc.) ◆ Americas: Implemented from July to August 2022 (4,225 participants) ◆ Europe: Implemented from October to December 2022 for management ◆ Japan: Implemented in March 2023 (3,861 participants in total)
Specialized training	Subject employees	Hazard experience training through "Anzen Dojo" (Training Center) (Simulated experience of hazards that may occur in the workplace) ◆ Japan: Implemented at manufacturing sites Educational training using safety comics to reduce work accidents ◆ Japan: Implemented at manufacturing sites (4,071 participants) Educational training about compliance with the Poisonous and Deleterious Substances Control Act ◆ Japan: Implemented for managers of manufacturing-use chemical substances and personnel in managerial positions (1,333 participants) ◆ Japan: Implemented for personnel in charge of handling poisonous and deleterious substances and managers of chemical substance sales divisions (66 participants)
		Workshop on occupational well-being and safe production in resumed operations after lockdown ◆ China: Implemented in June 2022 (about 300 participants)
	Safety and health promoters	Risk Assessment skill Training ◆ Asia: Implemented at manufacturing sites (24 participants)
	Internal auditors	Health and safety management system training for internal auditors ◆ Europe: Implemented at manufacturing sites ◆ Japan: Implemented at manufacturing sites

Regional Activities

Activities in Japan

◊ Enhancement of health and safety management system and horizontal deployment of accident-related information

In line with our Occupational Safety and Health Management Rules, we have established a Safety & Health Promotion Committee in Japan. The Committee consists of representatives of the safety & health promotion committees at each business site and plans activities that help to achieve our safety and health activity plan. In addition to the Group's regular initiatives to improve its current safety and health management system, establish risk management based on risk assessments, and introduce more employee training and education to raise awareness, in the event of a major health and safety accident, the Olympus Group holds ad-hoc committees to implement the horizontal deployment of information across all Olympus Group companies in Japan to prevent the recurrence of similar accidents.

Furthermore, at all bases in Japan with 50 or more employees, industrial physicians and health officers conduct workplace patrols stipulated by law, and if health and safety risks are observed during these patrols, improvements are made as soon as possible at each base.

◊ Elimination of hand-held work with single-edge razors in manufacturing processes (Aizu Olympus, Aomori Olympus)

Safety and Health Management Division and Manufacturing Division collaborated to implement efforts aimed at changing from holding single-edge razors to box knives, etc., and abolishing work holding single-edge razors by means of the preparation of jigs in order to make the use of knives in manufacturing processes safer. As a result, it was possible to abolish 100% of work holding single-edge razors at Aizu Olympus by the end of FY2023, and it has subsequently maintained zero occupational incidents due to single-edge razors.

◊ Educational training using safety comics (Aizu Olympus, Shirakawa Olympus)

To prevent similar accidents and foster a culture in which all employees are involved in health and safety management, safety comics were created based on examples of accidents that occurred at Aizu Olympus and Shirakawa Olympus, and these safety comics were made available to all employees at manufacturing bases in Japan to provide easy-to-understand training.

◊ Traffic safety efforts

We implement various efforts at Olympus to prevent traffic accidents at regional sites where employees mainly commute by car and with company cars used in sales and services divisions.

At Nagano Facility, Shirakawa Facility, and Aomori Olympus, managers check the switch to studless winter tires in winter to make it sure to switch them.

Further, Olympus sites participate in the safety rallies hosted by each prefecture’s Traffic Safety Association each year, which connects to the improvement of awareness of traffic safety.

In sales and services divisions, telematics is installed on their company cars to improve drivers’ observance of traffic rules and driving manners.

Activities in Americas

◊ Implementing environmental health and safety training (Olympus Corporation of the Americas)

Olympus Corporation of the Americas implements online basic environmental safety and health training for all employees every year. In FY2022, in addition to training on regulatory topics such as the safety of chemical substances and environmental management systems, the company strengthened the program by including content on ergonomics and the safe handling of heavy objects. From FY2022, it expanded the range of trainees from employees in the United States of America alone to employees in all regions of the Americas, and in FY2023, 4,225 employees participated in the program.

◊ Spreading awareness through health and safety newsletter and digital signage (Olympus Surgical Technologies America)

At Olympus Surgical Technologies America, efforts to spread awareness of cautions regarding matters such as mold prevention measures, pest countermeasures, handling sharp objects, etc., among all employees are carried out through a monthly e-newsletter and digital signage about topics that are essential to achieving health and safety.

Activities in Europe

◊ Holding of Occupational Safety Committee (Olympus Europa SE & Co. KG)

At Olympus Europa SE & Co. KG, an Occupational Safety Committee is held four times a year by bringing together the safety managers of each workplace. Here, discussions take place about the implementation of risk assessments, the integration of operation management, measures against COVID-19, and remote work.

◊ Confirming risk-reduction activities at local subsidiaries in Europe (Olympus Europa SE & Co. KG)

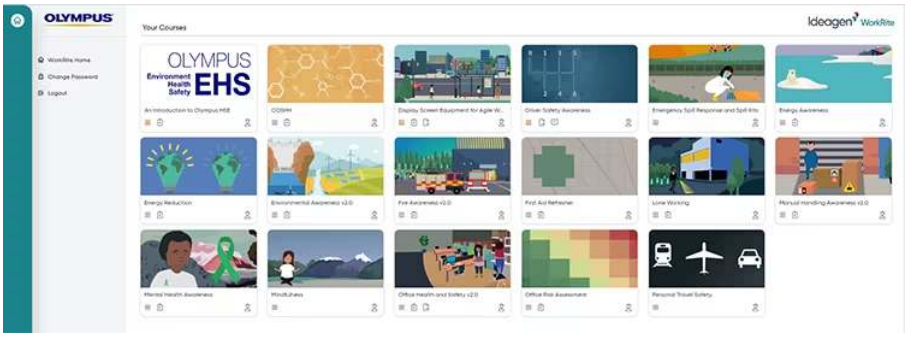
Olympus Europa SE & Co. KG endeavors to reduce occupational incidents by collecting information relating to health and safety from local sales subsidiaries spanning across the whole of Europe to check whether risk assessments are carried out and whether major lost time injuries have occurred.

◊ Maintenance of ISO 45001 certification and establishment of new e-learning portal (KeyMed (Medical & Industrial Equipment) Ltd.)

KeyMed (Medical & Industrial Equipment) Ltd. is engaged in efforts to reduce work accidents and incidents through maintaining the ISO 45001 certification acquired for all sites in January 2021 and operating its management system.

In FY2023, a new online education portal was set up that integrates educational content on the topics of health and safety, well-being, and the environment. By providing educational content that makes use of easy-to-understand videos and illustrations, creative efforts were made so that participants can understand the content intuitively, thereby advancing every employee's understanding of health and safety, well-being, and the environment.

Furthermore, in addition to the in-house educational training of employees, work-experience training was conducted for local high school students in which they took a tour of the facilities, participated in hazard prediction exercises, and received a general explanation of ISO 45001 in order to learn how well-being and safety are managed in the workplace.



Activities in China

◊ Renewing, auditing, and reporting of certification as a manufacturing safety standardization company (Olympus Trading (Shanghai) Limited)

Olympus Trading (Shanghai) Limited has developed a safety production management system that includes manufacturing safety, industrial health and workplace environment evaluations in compliance with the basic requirements of corporate safety production standards mandated by the Shanghai Emergency Management Bureau. The company has established a policy and targets for manufacturing safety, set up a committee, assigned detailed responsibilities and produced an emergency response manual, all aimed at putting top priority on safety, prevention and total management. It also organizes annual emergency response drills. The company's certification as a manufacturing safety standardization company was renewed in FY2023 in association with the relocation of the Service Operation Center. The company analyzes the risks and looks at case studies of manufacturing safety on a regular basis, at the same time working to improve employee awareness of manufacturing safety through a range of training programs.

◊ Risk-reduction efforts and education and emergency drills (Olympus (Guangzhou) Industrial Co., Ltd.)

Olympus (Guangzhou) Industrial Co., Ltd. strives to minimize the risks of production processes and fire-fighting equipment by implementing production safety audits and fire-fighting safety audits every quarter and taking corrective measures as and when necessary for matters that require addressing. Furthermore, the company adopts a system in which it can promptly and appropriately address emergencies if they occur. This is done by carrying out a variety of emergency response training for relevant personnel, such as training on how to handle ethylene oxide gas (EOG) leaks, training on emergency measures for steam burns in autoclave facilities, and workshops on first aid skills.

In FY2023, activities that consider the well-being and work environment of employees were carried out to reduce the noise generated during the operation of the dust collector by surrounding it with soundproofing materials. Furthermore, to reduce the risk of accidents occurring while commuting to work, local police officers were invited to provide road safety training to increase employees' awareness of road safety through examples of road traffic accidents introduced by the police officers.

Activities in Asia/Oceania

◊ Occupational health and safety monthly patrols and facility inspections by an external organization (Olympus Vietnam Co., Ltd.)

Olympus Vietnam Co., Ltd. forms a risk assessment team every month to carry out patrols of the work areas. If risks or non-compliance are discovered during these patrols, corrective measures are taken as soon as possible. Also, in FY2022, May was made Occupational Health and Safety Month, with "Kaizen Contest for Occupational Health and Safety" held and 16 employees awarded for suggesting excellent ideas to improve safety. Furthermore, work environment measurements were taken by an external organization to strive to make the work environment safer and healthier in consideration of the well-being of employees.

◊ Revision of Safe Driving Policy (Olympus Australia Pty Ltd.)

Olympus Australia Pty Ltd. has formulated company rules on safe driving for field staff. In FY2023, the Safe Driving Policy was revised, stipulating that field staff must carry a satellite phone with them to help mitigate the risks associated with moving out of cellular network coverage while undertaking long-distance road trips and making it mandatory to maintain communication with one's supervisor through a business trip plan and a checklist before and after business trips.

Health Management and Better-Health Promotion

Basic Approach and Policy

Background

The Olympus Global Code of Conduct states that “Safe and healthy workplace is a major priority. We take proactive steps to prevent accidents and occupational illnesses at work and promote good health and wellness as well as work-friendly environment.” Based on this policy, efforts to promote the better health of employees are regarded as an important factor in supporting the sustainable growth of the company, with the company actively building/maintaining a Health Promotion System and engaging in concrete initiatives.

Vision

The Olympus Group sets out to achieve the following goals through its health management and better-health promotion initiatives:

1. To maintain a workplace environment where each employee is healthier and can work energetically.
2. To be a company where the better health of employees contributes to the stabilization of business management and better performance.

Priority Measures

The following are the two priority measures to be implemented by the Olympus Group to achieve its vision:

1. Having employees understand that they perform at their best when both their physical and mental well-being are in good shape, and promoting improvements in the health awareness and healthy behavior of each employee.
2. Fostering a healthy organizational culture, as well as fostering a workplace environment where employees can perform at their best with both their physical and mental well-being in good shape.

Initiatives in Japan

Background to Initiatives

In 2008, a department to promote and oversee the health activities of employees was set up in the Human Resource Division of Olympus Corporation and began the centralized management of Japan subsidiaries while liaising with the Health Insurance Association. Since then, this department has established/maintained an industrial health system, health management operation rules, and a health management system, and promoted efforts based on the outcomes of these initiatives.

The Olympus Health Declaration

The Olympus Global Code of Conduct states that “Safe and healthy workplace is a major priority. We take proactive steps to prevent accidents and occupational illnesses at work and promote good health and wellness as well as work-friendly environment.” In Japan, also including Japan subsidiaries, we established the Olympus Health Declaration to help maintain and improve the health of employees and their families.

In line with the announcement of the Health Declaration, action to prevent passive smoking is to be made a priority. At the same time, we are introducing measures to help employees to become healthy and stay healthy, including advice with lifestyle improvements, recommendations and financial assistance

with screenings to catch cancer at an early stage, and how to avoid mental health problems.

In this way, the Olympus Group wants to create a corporate culture that encourages employees to be healthy, both physically and mentally and for everyone to lead healthy and happy lives.

Olympus Health Declaration

Realization of a Better Livelihood and Happiness

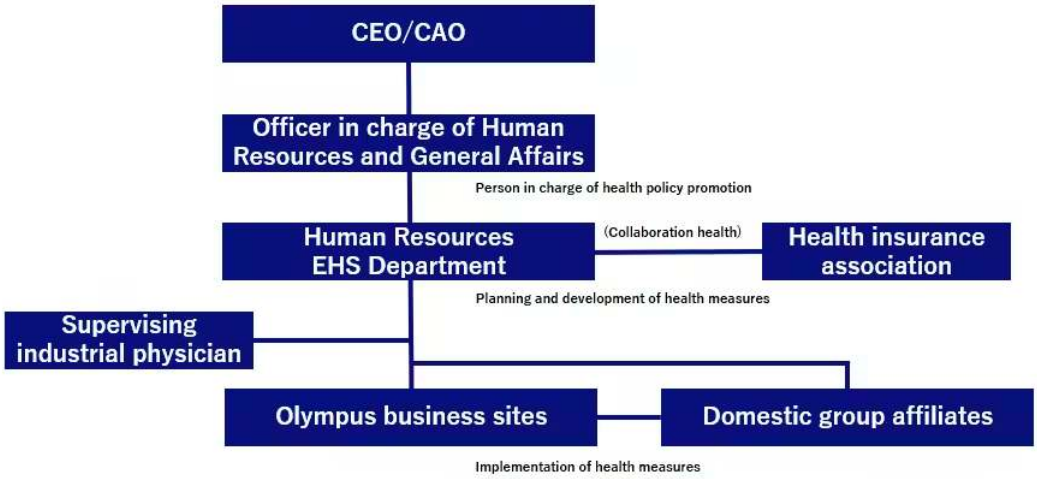
Our corporate philosophy is to contribute to society by “Making people's lives healthier, safer and more fulfilling.” We believe this is possible with the support of healthy employees and their families with vitality.

Olympus places top priority on the health of its employees and their facilities through the following activities.

1. Olympus regards employee health as an important management issue and is committed to a corporate culture that places top priority on employee safety and health.
2. Olympus will continue to create a workplace environment where employees are able to work with vitality and good physical and mental health.
3. Olympus cooperates with the Health Insurance Association to support better health to each and every employee and their families.

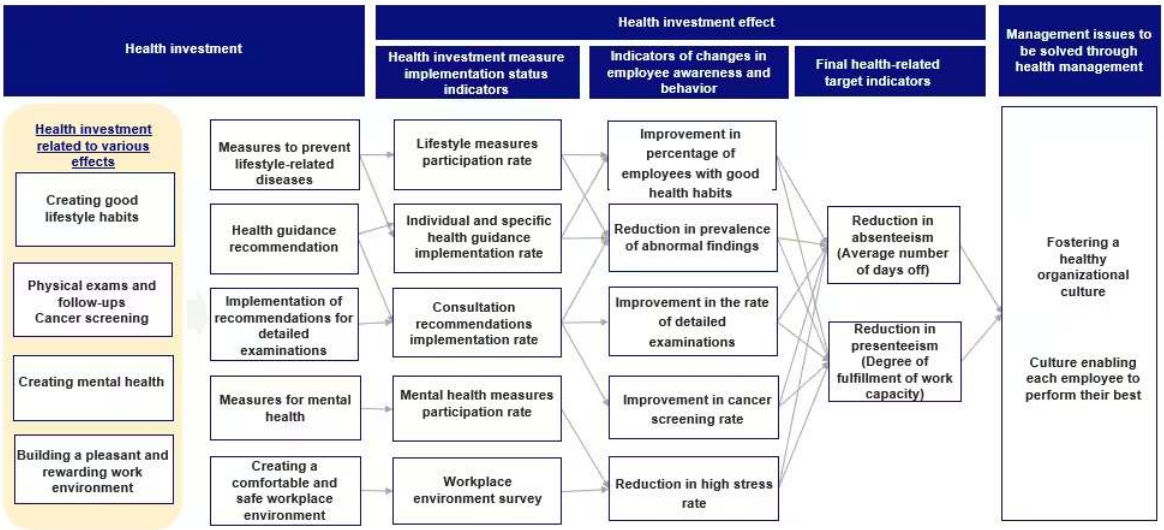
Health Promotion System

Based on the plan for efforts each fiscal year, the Human Resources EHS Department leads the promotion of efforts across all Olympus’ group companies in Japan while working in unison with the Health Insurance Association, industrial health care personnel, and industrial physicians.



Health Management Strategy Map

By creating a Health Management Strategy Map that clarifies the ties between the initiatives relating to health management/better-health promotion of employees and management issues, and adopting absenteeism (average number of days off) and presenteeism (degree of fulfillment of work capacity) as health management indexes, initiatives to promote the better health of employees are actively ongoing.



Indicators regarding the implementation status of health investment measures

Improvement in the rate of undergoing detailed medical examination

Targets and Priority Measures for Health Management and Better-Health Promotion

Based on the Health Management Strategy Map, by adopting (1) creating good lifestyle habits, (2) physical exams and follow-ups, cancer screenings, and (3) creating mental health as priority measures, various initiatives are actively ongoing to improve absenteeism and presenteeism, which are target indexes.

Creating good lifestyle habits

Creating good lifestyle habits is very important to prevent lifestyle diseases and maintain good physical and psychological health. Olympus' group companies in Japan have set five good lifestyle habits and are continuing to make improvements in each index.

Index			Target
Overall		The average number of habits possessed from the five good lifestyle habits	An improvement on last year
Five good lifestyle habits	**Exercise**	Exercising for at least 30 minutes a day, twice a week, for at least a year	
	Rest	Ease of falling asleep, regular sleep, sleep duration, sleepiness during the day	
	Healthy diet	Eating breakfast every day, whether one eats snacks or not, nutritional balance, calories consumed	
	Not smoking	Smoking status each day (including electronic cigarettes and heated cigarettes)	
	Not drinking too much	Drinking alcohol no more than four days a week	

Regular physical examinations and follow-Ups, cancer screening

Undergoing physical examinations and understanding/improving the results of physical examinations are basic initiatives in terms of health management. Adopting the percentage of employees who undergo regular physical examinations and the percentage of employees who undergo cancer screenings as indexes, initiatives to make improvements are ongoing.

Index		Target
Percentage of employees who undergo regular	Blood pressure	An improvement on last year

Index		Target
physical examinations	Blood lipids	
	Blood sugar	
Percentage of employees who undergo cancer screenings	Stomach	
	Colon	
	Breast cancer	
	Uterine cancer	

Creating mental health

With living and work environments changing significantly, mental health is becoming an increasingly important factor. Adopting the percentage of employees with high stress evident in stress check results as an index, a broad range of improvement measures are being rolled out such as stress prevention measures, responding to employees with stress issues, and supporting the reinstatement of persons returning from leave.

Index	Target
Percentage of employees with high stress	An improvement on last year

External Certification

Survey on Health and Productivity Management and Certified Health and Productivity Management Outstanding Organization (White 500) Certification

Olympus' activities were highly evaluated in the fiscal 2023 Survey on Health and Productivity Management. This included receiving an industry-leading score in the precision machines category, and being recognized as a Certified Health and Productivity Management Outstanding Organization (White 500) for the seventh year running.

In particular, publicly releasing details of our health promotion system and health management strategy map, establishing evaluation indicators for priority policies, and enhancing our review activities, contributed to improved scores for items such as "management philosophy and policies," and "evaluations and improvements."

Our affiliated companies Olympus Marketing and Aizu Olympus Corporation were at the same time recognized as Certified Health & Productivity Management Outstanding Organizations.

2022 健康経営優良法人 Health and productivity ホワイト500
オリンパス

2022 健康経営優良法人 Health and productivity
オリンパスマーケティング
会津オリンパス

- Ministry of Economy, Trade and Industry (METI) Certified Health & Productivity Management Outstanding Organizations Recognition Program
- Survey on Health and Productivity Management Results (precision machines and other products; pdf)

Sports Yell Company Certification

Olympus has been certified as a Sports Yell Company for three consecutive years by the Japan Sports Agency for being a company that works positively on the promotion and support of sports activities to promote the health of employees. In particular, its initiatives considerate of employee health such as working on eliminating the lack of exercise due to the COVID-19 pandemic were evaluated highly. Further, our affiliated companies Olympus Marketing and Olympus Terumo Biomaterials were also awarded Sports Yell Company certification in 2023.

SPORTS YELL COMPANY 2023

> March 1, 2023, Certification of Olympus as a Japan Sports Agency, “Sports Yell Company 2023”

Specific Initiatives

Creating Healthy Lifestyle Habits

Developing healthy lifestyle habits is an important factor in preventing and ameliorating lifestyle-related diseases. Medical professionals at each of our sites take the lead in implementing a variety of activities to support proactive steps to achieve this by our employees.

Examples of activities in FY2023

Exercise	**Online videos**	・16 exercise seminars (including classroom-based lectures) conducted between January and March, with the participation of approximately 1,500 employees ・83% of participants indicated the program added to their motivation to exercise (from survey results) (all Japan subsidiaries)
	Walking campaigns	・Conducted four times annually for periods of around one month ・Participation of around 2,500 employees (all Japan subsidiaries)
Food	**Collaboration with employee cafeteria**	・Healthy meal options offered at the employee cafeteria tailored to seasonal events ・Implementation of bone strength, vascular age, and other measurements (Hachioji Facility: three times per year; Shirakawa Facility: daily; Nagano Facility: three times per year)
Smoking	**Smoking cessation**	・Complete implementation of a total non-smoking policy at all sites by the end of March 2021 ・Implementation of smoking cessation support by health care personnel for smokers ・Provision of subsidized assistance by the Health Insurance Association to cover the full cost of smoking cessation treatment ・Outcome: 15.9% reduction in smoking rate by the end of March 2023 (down 0.5% on previous year) (all Japan subsidiaries)
Information and educational campaigns	**Health portal site**	・Introduction of the Wellness Spot Navi at the Health Insurance Association, to encourage health management by all individuals (entire Olympus Group)
	Distribution of newsletter	・Regular distribution of information by health promotion topic; 11 times in FY2023 (all Japan subsidiaries)

Regular Physical Exams and Follow-ups, Cancer Screenings

Regular physical exams and follow-ups

Conducted mainly by industrial doctors and medical staff permanently stationed at each site, we thoroughly implement regular health examinations and, based on post-exam measures, interviews and follow-up. We are also enhancing our efforts to encourage employees in whom health issues have been detected, and others who require them, to undergo full medical examinations.

Cancer screenings

At Olympus, we incorporate endoscopic tests using our own products into the health-exam menu toward the early detection and early treatment of cancer. We also actively encourage undergoing screenings, and have maintained high rates for both (72.7% for gastrointestinal endoscopies and 62.5% for colonoscopies in FY2023).

The Health Insurance Association fully subsidizes the costs of examinations, including those for family members, with some exceptions. The full support it provides also includes that for gynecological examinations in all age brackets.

In addition, we hold regular e-learning sessions and seminars to improve employee's knowledge of cancer and to promote higher uptake for cancer screenings.

Cancer screening test support system

Examination Item	Target	Health Insurance Cost Subsidy	Encouraged Yearly Interval*
Stomach cancer (endoscope)	35 years and older	100% coverage	Once every two years
Stomach cancer (pepsinogen examination)	35 years and older	100% coverage	Year that gastrointestinal endoscopy is not undertaken
Colorectal cancer (endoscope)	35 years and older	100% coverage	Once every three years (40 years and older)
Colorectal cancer (fecal occult blood test)	35 years and older	100% coverage	Year that colonoscopy is not undertaken
Breast cancer/Cervical cancer	Women of all ages	100% coverage	Once every two years
Prostate cancer (PSA marker)	Men 50 years and older	100% coverage	Once every two years
Abdominal ultrasonography	40 years and older	100% coverage	Once every two years
Lung cancer (lung helical CT)	40 years and older	50% (upper limit of ¥5,000 yen, including tax)	Individual decides whether to receive health exam

* Consultation encouraged: For those who have not yet taken the exam for certain period from the target age (those who have not yet taken an exam within the encouraged yearly interval).

Creating Mental Health

At Olympus, mental health is positioned among our priority issues, and we are deploying measures to promote mental health taking in various angles. In addition, the content of mental health programs is being enhanced to reflect the extreme changes in lifestyles and work styles of recent times.

Uniform stress checks are conducted at Olympus Corporation and its Japan subsidiaries. The rate of those taking stress checks has remained above 90% each year and, besides conducting appropriate interviews with employees with high stress, we are also strengthening individual consultation and follow-up activities.

Activities in FY2023

Self-care	1) Mental health education ・Implementation of self-care e-learning seminars for all employees ・Implementation of self-care seminars by medical professionals for new employees
Line care	1) Administrators education/support ・Implementation (online/in-person) of mental health seminars for administrators by rank
Care by industrial health care personnel at business sites	1) Consultation services/return to work support ・Industrial physicians and medical professionals stationed at each site are available for consultation by employees and administrators. Appropriate responses are implemented in line with the content of consultations. 2) Interview with new employees ・Implementation of one-on-one interviews with all new employees and mid-career hires to support their education and understand their circumstances
Care provided by resources outside the business site	1) External psychologists, etc. ・Implementation of one-on counseling by external psychologists by individual case ・Implementation of education seminars by external psychologists 2) Establishment of external consultation services ・Establishment of external services for consultation on health

Support for Treatment and Continuing to Work

At Olympus, we emphasize the prevention of diseases and serious illnesses through each of our health management and promotion initiatives. At the same time, we promote proactive support measures for those who are recovering from illnesses from the perspective of helping them achieve a balance between their treatment and work, and create an environment in which employees can engage in their work in peace of mind. Specifically, industrial physicians and nurses permanently stationed at each site compile concrete assistance plans from recuperation to return to work for employees in need of medical treatment, making full use of paid leave, flextime, work-at-home, and other systems. To provide greater employee assistance, a special leave program was introduced in April 2020 for employees suffering from a disease for which the Ministry of Health, Labour and Welfare recommends support.

Women’s Specific Health Support

We are promoting support activities to address women’s specific health issues. In FY2023, as in FY2022, we hosted an online seminar by an outside lecturer (physician) on the topic of “Gynecological Malignant Tumors and Menopausal Disorders.”

- Participants: 180 men and women; streamed in an on-demand format: 1,700 views
- Survey evaluation: 99% of participants or viewers indicated their satisfaction with the seminar content

Going forward, we will continue to actively deploy initiatives focused on women's specific health issues.

Health Support for Expatriate Employees

As of the end of FY2023, there are approximately 150 Japanese expatriate employees stationed at our overseas sites.

Industrial physicians, health care personnel and nurses are assigned to provide consultation on everyday matters of health, in addition to counseling before departure and on return to Japan as health support for expatriate employees. This initiative includes support for both expatriate employees and their families.

In addition to the statutory health examinations for expatriate employees required on departure and return to Japan, employees can undergo physical examinations (for the items covered in the comprehensive medical examination) during temporary returns to Japan. We are thus working to ensure that physical examinations are taken, as well as to enhance post-medical examination measures based on the results of examinations.

Further, industrial physicians are dispatched on a regular basis to overseas subsidiaries to upgrade the quality of health management for expatriate employees.

Action on Infectious Diseases

In addition to general precautionary measures, we have developed our own in-house guidelines to combat infectious diseases and implement appropriate measures aligned to the needs of particular work duties.

- Implementation of Hepatitis B antigen/antibody tests and vaccinations for all employees who visit medical institutions in the line of their work duties
- Education on preventing infectious diseases
- Drafting of vaccination guidelines and implementation of vaccinations for expatriate employees, their families, and those undertaking business trips
- Partial coverage of expenses for influenza vaccination
- COVID-19 vaccination at workplaces (26,755 employees, including contractors and temporary employees, were vaccinated over the first, second, third, and fourth rounds of vaccinations at all Olympus workplaces in Japan in FY2022 and FY2023.)

Other Support Activities for Partner Companies

Besides Olympus' provision of health support to both our employees and their families, we also offer such support to our partner companies.

Examples of activities in FY2023

- Joint implementation of workplace vaccinations
- Held a health management seminar at a general meeting for distributors (conducted by the supervising industrial physician)

Activity Results

Item	Respective topics and outcomes				
Creating five healthy lifestyle habits	Average number (persons) with five healthy lifestyle habits		**FY2022**	**FY2023**	**Target for activities**
			3.5	3.4	Improve over previous year
Medical examination & post-medical examination measures Cancer screening	**Topic**	**Item**	**Unit**	**FY2022**	**FY2023**
	Regular medical examination & post-medical examination measures	Rate of taking medical examinations (excluding long-term absentees)	%	100	100
		Rate of employees in whom health issues were detected Blood pressure	%	15.4	16.1
		Rate of employees in whom health issues were detected Blood lipids	%	28.5	28
		Rate of employees in whom health issues were detected Blood sugar	%	6.8	6.9
		Rate of follow-up interviews	%	15.8	19.5
		Rate of implementation of follow-up interviews	%	99.1	99.5
	Cancer screening	Stomach cancer	%	82.9	83.2
		Colorectal cancer	%	80.4	80.7
		Breast cancer	%	74.4	74.5
		Uterine cancer	%	69.2	69.3

Item	Respective topics and outcomes				
Creating mental health	**Percentage of employees with high stress**	Rate of taking of stress checks	%	90.9	91.8
		Rate of employees with high stress	%	15	14.8
		Rate of employees wishing to avail of consultations who underwent consultation	%	100	100
Absenteeism※1			Days per person/year	0.99	Scheduled to be reflected in June
Presenteeism※2			%	-	7.7
Rate change compared to previous year on health care expenditures per employee			%	-2.3%	(to be calculated in March 2024)

※ 1 Total yearly average for all employees of absences from non-occupational injuries or accidents

※ 2 Rate of self-evaluations of 69% or lower from surveys using University of Tokyo Single-Item Presenteeism Question (0-100%)

Overseas Activities

North America

Olympus Corporation of the Americas (U.S.A)

◊ OCA Be Well Program

The Be Well program provides various resources and wellness activities to support overall employee well-being in the physical, emotional, environmental, economic, and social domains. Every week, virtual classes are held on “Wellness Wednesday,” focusing on mental health and well-being, nutrition, work-life balance, and fitness. In FY2023, we collaborated with external experts to promote 56 wellness classes, conducted over 30 in-person wellness education sessions, and issued a monthly wellness newsletter. We also organized monthly courses targeting over 1,000 employees and their families, available online and on demand. Additionally, we raised employee awareness through activities such as Colorectal Cancer Awareness Month, Lung Cancer Awareness Month, and a Health Challenge (step count and walking).

◊ Mental Health Awareness Training

We have initiated training courses aimed at increasing awareness of mental health, including general signs and symptoms of mental health issues. In FY2023, in collaboration with the Diversity & Inclusion department, we conducted a “Mental Health Seminar by Certified Physicians” for members of the

mental health support team, with nine employees participating. Additionally, we organized mental health training for managers, with 85 employees taking part in the program.

◊ Know Your Number Challenge

We conducted an event called the “Know Your Number Challenge” for all employees, aiming to educate them about their BMI, blood pressure, cholesterol levels, and blood sugar levels.

Europe

Olympus Europa SE & Co. KG (Germany)

◊ First Aid Training

There are 74 first aiders (individuals trained in first aid) within the company, and 24 field staff members who have received training. In FY2023, a total of nine first aid trainings were conducted (in house), and many employees who are proponents of first aid participated.

◊ Healthy Living

As part of a health campaign, we collaborated with a company that operates fitness studios to conduct online seminars focusing on ergonomics for home offices and company offices, and on healthy nutrition.

Olympus UK & Ireland (U.K.)

◊ Chiropractic event

We had screenings conducted by chiropractors from a chiropractic clinic, with 28 employees participating.

◊ Mental Health First Aider Training

We conducted training sessions on acquiring tools and techniques for addressing mental health issues, and the participants are now actively serving as internal counselors within the company.

China/Hong Kong

Olympus Corporation of Asia Pacific Limited Hong Kong (Hong Kong)

◊ 2022 Work-Life Balance Week

We organized an event called “Work-Life Balance Week” with the aim of achieving a balance between work and personal life and enhancing health consciousness. We established various themes such as dietary habits, exercise, self-care, and positive work habits. We conducted daily activities to promote collaboration and enjoyment among participants during the event.

Olympus (Beijing, Shanghai) Sales & Service Co., Ltd. (Beijing, Shanghai)

◊ Lectures on Mental Health

We held a mental health seminar on stress management techniques and on mindsets, with 65 employees participating.

◊ Lecture on Protecting Teeth Health

A seminar conducted by a dentist on maintaining oral hygiene was held, and dental check-ups were provided, with 60 employees participating.

Olympus (GuangZhou) Industrial Co., Ltd. (Shanghai)

◊ Implementation of Health Month Activities

As part of Health Month, all employees were encouraged to strengthen their health awareness and develop healthy habits. They set a monthly step count goal on an app, and 79 employees (69%) successfully achieved their goals.

Asia/Oceania

Olympus Singapore Pte. Ltd. (Singapore)

◊ First Aid Training

Employees participated in first aid training organized by the Red Cross with the aim of being able to provide first aid in emergencies and manage emergency situations. They acquired the knowledge and skills necessary for methods that include bandaging, immobilizing fractures, and effective CPR.

Olympus Korea Co., Ltd. (Korea)

◊ Going-on Walk

Every year, we organize an activity called “Going-on Walk” with the aim of raising awareness about cancer, promoting participants' health, and engaging in environmental clean-up efforts. Cancer survivors and employees walk together while picking up litter. In 2023, a total of 67 cancer survivors, employees, and their families participated in the activity.

Olympus (Thailand) Co., Ltd. (Thailand)

◊ Improve Annual Health Check Up

We have expanded our health screening program, offering gastroscopies (for individuals aged 35 and above) and colonoscopies (for individuals aged 45 and above) in 2022. In addition, to promote endoscopic examinations, we have appointed ambassadors who actively share the need of undergoing these screenings and encourage participation.

Olympus Australia Pty Ltd (Australia)

◊ The Run for the Kids

We have been participating in the "Run for the Kids" community event in Melbourne for 14 consecutive years, which encourages exercise among employees and promotes healthy habits.

Supporting physician development in emerging countries

Olympus endoscopes are used for diagnosis and treatment all over the world, contributing to making people's lives healthier, safer everywhere.

In particular, in emerging Asian countries, factors such as the westernization of eating habits attributable to rapid economic growth in recent years have led to an increase in diseases (non-communicable diseases) such as cancer, for which countermeasures are urgently needed.

Olympus believes it can contribute to improvements in local healthcare standards by disseminating Japan's superior medical technology and services. Together with Japan's government organizations and relevant academic societies, Olympus is working on international cooperation initiatives, such as supporting the development of physicians, through collaborative efforts involving industry, government, and academia.

In recent years, Olympus has carried out efforts in Vietnam, which suffers a shortage in the number of endoscopists. In Vietnam, a country that has enjoyed tremendous economic growth, the number of cancer patients is increasing year on year. While an increase in demand for endoscopy, which are essential for early diagnosis and treatment of stomach cancer and colorectal cancer, is expected, there is a shortage in the number of physicians that possess the necessary knowledge and skills to carry out these endoscopy. That is why Olympus, based on collaborative efforts involving industry, government, and academia, has implemented multiple training projects for local physicians led by Japanese physicians. Olympus has also assisted in the creation of diagnosis guidelines in line with the state of healthcare in Vietnam, as well as tested the utility of using an endoscopic diagnosis support system* equipped with the latest AI technology in Vietnam.

Olympus believes that these efforts can contribute to resolving issues and advancing healthcare in countermeasures against cancer in Vietnam in the years to come. Such initiatives have been rolled out to the likes of Thailand and India, contributing to the health, peace of mind, and emotional fulfillment of people everywhere, including emerging countries.

*An endoscopic image diagnosis support software that assists physicians in making a diagnosis by using AI to help determine whether there are any lesions in the images of an endoscopy.

Training held in Ho Chi Minh City, Vietnam

Certificates presented to traineess after the completion of their training in Japan

Participating in the Medical Industry Organizations

As a global medtech company, Olympus participates in medical industry groups in each country and region and contributes to the development of the medical industry. Membership fees are set for each group according to the company size and the business scale.

Name of the organization	Membership fee payment			
	FY2020	FY2021	FY2022	FY2023
Medical Excellence JAPAN	¥1,500,000	¥1,500,000	¥1,500,000	¥1,500,000
Advanced Medical Technology Association (AdvaMed)	US$591,440	US$590,262	US$595,603	US$596,770
Medical Alley Association	US$7,500	US$8,000	US$8,400	US$ 0
Medtech Europe	119,533 €	122,000 €	122,271 €	140,012 €
The Asia Pacific Medical Technology Association (APACMed)	US$50,000	US$50,000	US$50,000	US$50,000
Japan Electronics and Information Technology Industries Association (JEITA)	¥8,004,960	¥9,694,300	¥8,160,000	¥9,792,000
Japan Medical-Optical Equipment Industrial Association (JMOIA)	¥3,575,550	¥3,650,350	¥3,519,450	¥3,519,450
Medical Technology Association of Japan (MTJAPAN)	¥1,200,000	¥1,700,000	¥1,700,000	¥1,450,000
Japan Association of Medical Devices Industries (Jamdi)	¥444,000	¥444,000	¥444,000	¥444,000
Medical Device Strategy Institute, Japan Association for the Advancement of Medical Equipment (JAAME)	¥400,000	¥410,000	¥410,000	¥410,000
The Japan Federation of Medical Devices Associations	¥300,000	¥300,000	¥300,000	¥300,000
MassMEDIC - The Heart of HealthTech	-	-	-	US$10,500

Charitable Donation Initiatives

> Charitable Donations and Grants Policy

◆ Charitable Donations （Monetary）

Year	Number of cases	Total Amount
FY2019	18	16,028,224 yen
FY2020	18	10,977,619 yen
FY2021	11	47,610,820 yen
FY2022	21	161,687,743 yen
FY2023	22	76,178,050 yen

* The above data is from Olympus only.

◆ Charitable Donation Results

April 19, 2022 > Olympus Donates to the International Federation of Red Cross and Red Crescent Societies to Support Victims of the Crisis in Ukraine

February 17, 2023 > Olympus provides support to disaster-hit areas and survivors of a large earthquake in Turkey and Syria.

Social Data

Updated September 29, 2023

*Figures for each fiscal year are subject to change from past disclosures due to revision of definitions, etc.
*Data up to FY2021 includes figures for the imaging business transferred on January 1, 2021
*★ indicates data that has received a third-party warranty.
＞Independent Assurance Statement Related to Environmental Data

Diversity, Equity, and Inclusion

*Data up to FY2023 includes figures for the scientific solutions business transferred on April 3, 2023

Number of employees

	FY2019	FY2020	FY2021	FY2022	FY2023
Global	35,124	35,174	31,653	31,557	32,844
Olympus Corporation	9,242	8,550	4,775	3,478	2,727
Full-time employees	8,459	7,755	4,232	2,995	2,319
Men	7,248	6,550	3,473	2,359	1,727
20s and younger	969	965	390	229	147
30s	2,066	1,878	800	480	372
40s	2,302	1,953	1,025	680	509
50s or older	1,911	1,754	1,258	970	699
Women	1,211	1205	759	636	592
20s and younger	302	300	132	86	65
30s	472	443	254	219	221
40s	359	370	272	229	212
50s or older	78	92	101	102	94
Excluding full-time employees	783	795	543	483	408
Men	454	471	252	234	189
20s and younger	9	5	38	35	28
30s	29	27	58	55	50
40s	37	32	73	76	57
50s or older	379	407	83	68	54
Women	329	324	291	249	219
20s and younger	22	20	31	26	23
30s	99	89	58	49	41
40s	129	123	107	94	84
50s or older	79	92	95	80	71
Overall Japan Subsidiaries *1	6,156	6,333	8,792	9,379	10,192
Full-time employees	4,257	4,417	6,808	6,854	7,839
Men	2,840	2,902	4,866	4,910	5,765
20s and younger	833	835	1,169	1,128	1,129
30s	889	891	1,455	1,502	1,681
40s	663	679	1,264	1,325	1,625
50s or older	455	497	978	955	1,330
Women	1,417	1515	1,942	1,944	2,074
20s and younger	612	632	729	734	706
30s	426	455	632	620	632
40s	275	317	435	435	518
50s or older	104	111	146	155	218
Excluding full-time employees	1,899	1,916	1,984	2,525	2,353
Men	579	612	1,176	1,394	1,226
20s and younger	205	206	229	284	166
30s	176	181	339	500	397
40s	86	97	289	324	307
50s or older	112	128	319	286	356
Women	1,320	1,304	808	1,131	1,127

20s and younger	247	232	146	181	126
30s	453	441	280	410	401
40s	419	416	266	383	409
50s or older	201	215	116	157	191

*1 In FY2023, the following 12 companies: Olympus Medical Systems, Olympus Marketing, Nagano Olympus, Aizu Olympus, Aomori Olympus, Shirakawa Olympus, TmediX, Olympus Digital System Design, Olympus Terumo Biomaterials, Olympus-Supportmate, Evident, Evident Nagano. Please refer to each year's report for the number of companies and company names for other years）

Number of foreign employees

		FY2019	FY2020	FY2021	FY2022	FY2023
Olympus Corporation		52	55	35	40	53
	Men	30	32	17	24	33
	Women	22	23	18	16	20
Overall Japan Subsidiaries		20	16	17	35	35
	Men	14	6	10	22	22
	Women	6	10	7	13	13

Percentage of employees with disabilities ※2

	FY2019	FY2020	FY2021	FY2022	FY2023
Japan	2.3	2.33	2.63	2.58	2.78

*2 Eight special-purpose subsidiaries (In FY2023, the following companies: Olympus, Olympus Medical Systems, Olympus Marketing, Nagano Olympus, Aizu Olympus, Aomori Olympus, Shirakawa Olympus, Olympus- Supportmate. Please refer to each year's report for the number of companies and company names for other years)

Number of employees with disabilities *3 (persons)

	FY2019	FY2020	FY2021	FY2022	FY2023
Olympus Corporation	118	95	106	274	263
Overall Japan Subsidiaries	–	167	187	–	–

*3 Since FY2022, number of employees with disabilities at special-purpose subsidiaries has been described.

Number of reemployed retired workers *4 (persons)

	FY2019	FY2020	FY2021	FY2022	FY2023
Olympus Corporation	100	381	289	157	166
Overall Japan Subsidiaries	87	124	165	–	178

*4 Number of reemployed retirees.

Number of employees taking childcare leaves (persons)

		FY2019	FY2020	FY2021	FY2022	FY2023
Olympus Corporation		156	146	124	109	43
	Men	13	21	29	28	9
	Women	143	125	95	81	34
Overall Japan Subsidiaries		163	162	237	325	214
	Men	2	9	35	62	83
	Women	161	132	202	263	131

Work-from-home system users *5 *6 (persons)

		FY2019	FY2020	FY2021	FY2022	FY2023
Olympus Corporation		162	828	4,775	3,478	2,727
	Men	17	432	3725	2,593	1,916
	Women	145	396	1,050	885	811
Overall Japan Subsidiaries		102	272	6,007	6,974	8,483
	Men	52	182	4537	5,077	6,362
	Women	50	90	1,470	1,897	2,121

*5 Individual basis (not total number of people)

*6 In FY2021 and FY2022 we restricted employees from coming to office as a measure to prevent the spread of COVID-19. The numbers in FY2021 and FY2022 include many temporary cases of the work-from-home system under the restriction.

Average overtime hours (hours/fiscal year)

	FY2019	FY2020	FY2021	FY2022	FY2023
Olympus Corporation	185.3	141.4	78.9	94.8	102.4
Overall Japan Subsidiaries	215.2	121	71.9	68.0	114.0

Average number of paid holidays actually taken (days/fiscal year)

	FY2019	FY2020	FY2021	FY2022	FY2023
Olympus Corporation	12.9	11.9	11.4	12.4	13.6
Overall Japan Subsidiaries	11.2	11.4	10.4	11	12.7

Managers

*Data up to FY2023 includes figures for the scientific solutions business transferred on April 3, 2023

Number of managers (persons)

		FY2019	FY2020	FY2021	FY2022	FY2023
Olympus Corporation		1,998	1,707	1,089	898	732
	Men	1,929	1,653	1,033	836	656
	Women	49	54	56	62	76
Overall Japan Subsidiaries[*8]		278	260	595	696	1,084
	Men	276	258	581	676	1,040
	Women	2	2	14	20	44

Rate of women in management roles

	FY2019	FY2020	FY2021	FY2022	FY2023
Japan[*7]	3.3	3.6	4.6	6.0	7.2

*7 Managers of Olympus Corporation for fiscal year 2023, as of March 1, 2023. Prior to fiscal year 2022, figures are based on the definition of each fiscal year.

Recruitment

*Data up to FY2023 includes figures for the scientific solutions business transferred on April 3, 2023

Number of newly employed (persons)

	FY2019	FY2020	FY2021	FY2022	FY2023
Olympus Corporation	369	332	93	241	243
Overall Japan Subsidiaries	603	499	460	281	158

Rate of newly employed[*8]

		FY2019	FY2020	FY2021	FY2022	FY2023
Olympus Corporation		7	4.6	1.1	4.2	9.3
	Men 30s and younger	10	6.8	1.6	10.5	8.7
	Men 40s or older	3	1.5	0.4	1.5	9.8
	Women 30s and younger	13	11.3	2.5	6.6	10.2
	Women 40s or older	9	14.3	2.1	1.8	8.4
Overall Japan Subsidiaries		9.8	7.9	5.2	3.4	2.9
	Men 30s and younger	11.9	12.5	7.3	5.2	3.3
	Men 40s or older	6.6	1.9	0.4	0.6	0.8
	Women 30s and younger	11.3	20.1	9.4	5.3	3.5
	Women 40s or older	6.9	10.3	5.1	1.4	1.9

*8 Includes both new graduates and midcareer employment

Job retention rate and Number of staff leaving

*Data up to FY2023 includes figures for the scientific solutions business transferred on April 3, 2023

Job retention rate (Only full-time employees)*9 （%）

		FY2019	FY2020	FY2021	FY2022	FY2023
Olympus Corporation		95	91	87.0	82.5	79.3
	Men	97	93	88.5	89.3	78.8
	Women	88	87	82.4	69.2	80.6
Overall Japan Subsidiaries		84.5	78.6	89.3	88.8	81.5
	Men	87.3	85	90.9	91.0	83.0
	Women	81.3	71	87.5	86.5	80.6

*9 The percentage of those who remain in the company as of March 31, 2023, out of those employed in FY2021 (including new graduates and mid-career employment).

Job retention rate for new graduates※

	FY2019	FY2020	FY2021	FY2022	FY2023
Olympus Corporation	95.6	96	95.6	91.6	84.4
Overall Japan Subsidiaries	–	93.2	90.8	93.0	87.1

*10 The percentage of those who remains in the company at March 31, 2023 out of those employed as new graduates in April 2020.

Number of staff leaving （persons）

		FY2019	FY2020	FY2021	FY2022	FY2023
Olympus Corporation		413	274	628	1,389	237
	Of which number of voluntary leavers	123	140	275	230	105
	Men 30s and younger	148	64	41	48	30
	40s or older	89	53	203	135	57
	Women 30s and younger	118	17	6	15	13
	40s or older	58	6	25	32	5
Overall Japan Subsidiaries		290	176	294	417	388
	Of which number of voluntary leavers	–	127	223	260	257
	Men 30s and younger	93	60	84	111	141
	40s or older	41	15	75	54	46
	Women 30s and younger	101	46	44	71	56
	40s or older	55	6	20	24	14

Average number of years of services

	FY2019	FY2020	FY2021	FY2022	FY2023
Olympus Corporation	14.08	14.17	14.41	14.32	13.85

Human Capital Return on Investment（ROI）

		FY2019	FY2020	FY2021	FY2022	FY2023
Global	Revenue(a)（¥ million）	-	797,411	730,544	868,867	881,923
	Operating expenses(b)（¥ million）	-	405,023	357,032	405,399	420,547
	Employee-related costs(c) ※11（¥ million）	-	223,277	213,793	227,191	230,325
	Human Capital Return on Investment (a-(b-c))/(c)	-	2.8	2.7	3.0	3.0

*11 Salary, bonuses and other benefits

Occupational Safety and Health

*Data up to FY2022 includes figures for the scientific solutions business transferred on April 3, 2023

Number of Lost Time Injuries

	FY2019	FY2020	FY2021	FY2022	FY2023
Global	–	38	28	31	32★
Japan	6	4	2	2	6★
Americas	–	20	4	12	2★
Europe	–	6	16	13	19★
Asia/Oceania	–	8	6	4	5★

★ Indexes certified by external assurance.

Lost Time Injuries (of one day or more) Frequency Rate*12 ［LTIFR］

	FY2019	FY2020	FY2021	FY2022	FY2023
Global	–	–	0.52	0.66	0.63★
Japan	0.2	0.13	0.08	0.09	0.29★
Americas	–	1.93	0.39	1.13	0.21★
Europe	–	1.07	2.04	1.73	1.54★
Asia/Oceania	–	0.77	0.62	0.72	0.62★
All industries (Japan)*13	1.83	1.80	1.95	2.09	2.06
Manufacturing industry (Japan)*13	1.20	1.20	1.21	1.31	1.20

★ Indexes certified by external assurance.

*12 Lost time injury frequency rate = number of lost time accidents ÷ (average number of employees for that fiscal term × work hours) × 1,000,000

*13 Survey on Industrial Accidents, Ministry of Health, Labour and Welfare

Occupational Illness Frequency Rate*14 *15 ［OIFR］

	FY2019	FY2020	FY2021	FY2022	FY2023
Japan	0.07	0	0	0	0

*14 Occupational illness frequency rate = number of cases of occupational illness that result in lost time *18 ÷ (average number of employees for that fiscal term × work hours) × 1,000,000

*15 Industrial accidents found in the list of occupational diseases of the Ministry of Health, Labour and Welfare (Appended Table 1-2 of the Ordinance for Enforcement of the Labor Standards Act (Ordinance of the Ministry of Health and Welfare No. 23 of August 30, 1947))

Number of Fatalities*16

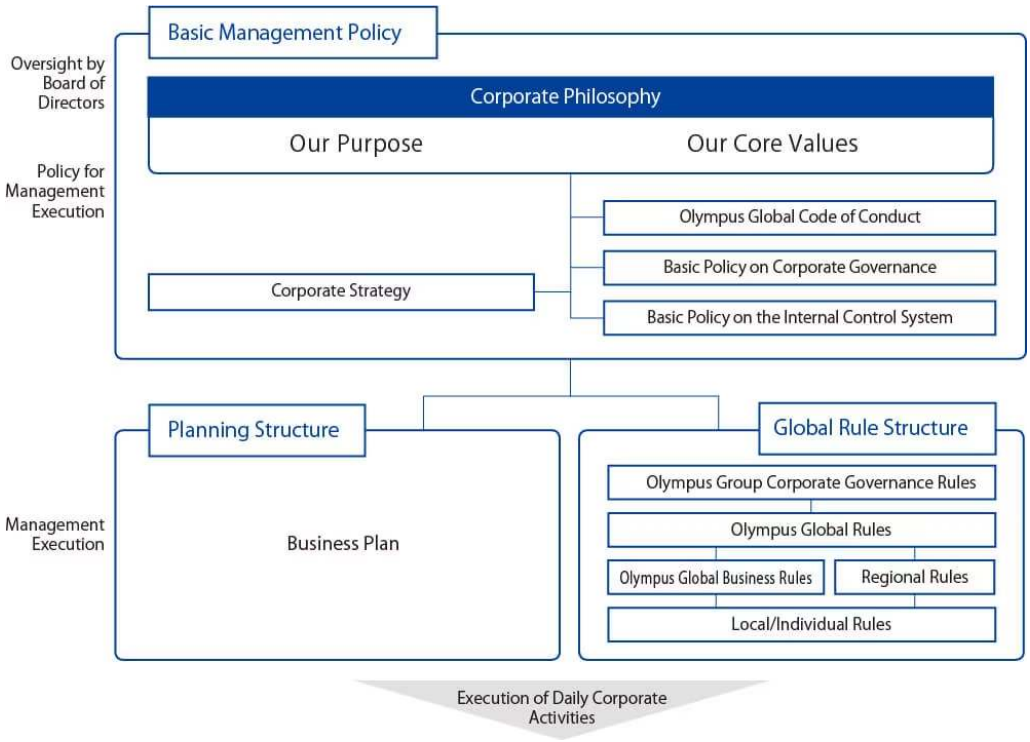
	FY2019	FY2020	FY2021	FY2022	FY2023
Global	0 (1)	0 (0)	0 (0)	0 (0)	0★ (0)
Japan	–	0 (0)	0 (0)	0 (0)	0★ (0)
Americas	–	0 (0)	0 (0)	0 (0)	0★ (0)
Europe	–	0 (0)	0 (0)	0 (0)	0★ (0)
Asia/Oceania	–	0 (0)	0 (0)	0 (0)	0★ (0)

★ Indexes certified by external assurance.

*16 Figures in parentheses indicate contractors

Framework of Corporate Philosophy

The Olympus Group specifies the Basic Management Policies within the Framework of Corporate Philosophy, positioning its Corporate Philosophy at the top. The concrete guidelines for business execution are then compiled into two structures: Planning and Global Rules.



Related link

- Corporate Philosophy
- Corporate Strategy
- Olympus Global Code of Conduct
- Basic Policy on Corporate Governance (PDF: 98.9KB)
- Basic Policy on the Internal Control System

Corporate Governance

Basic Policy for Corporate Governance (PDF: 98.9KB)

The Olympus Group has created the basic policy for Corporate Governance based on the principals of Japan's Corporate Governance Code.

Corporate Governance Report (As of September 19, 2023) (PDF: 1.3MB)

The Olympus Group submits a compilation of our corporate governance situation the "Corporate Governance Report" to the Tokyo Stock Exchange.

Corporate Governance Structure

Find out our Corporate Governance Structure to ensure sound management including the makeup of the board and the roles of outside directors

Board of Directors

Find out the reasons for appointments of outside directors, as well as the efforts to ensure robust audit and supervisory functions and the overview of the results of the evaluation of the Board Effectiveness.

Internal Control System

Read our basic policy for internal controls which enhances effectiveness and efficiency of operations and the reliability of financial reporting by the company and its subsidiaries.

Olympus Group Tax Policy

Find out our Group Tax Policy based on the principles of how Olympus people are expected to operate with respect to tax matters.

Communication with Stakeholders

Basic Approach and Policy

The Olympus Group is committed to "making people's lives healthier, safer, and more fulfilling." This is our corporate philosophy and the fundamental concept underlying our activities, enabling us to respond to the highest expectations of our stakeholders, conduct ourselves as a model corporate citizen, and work towards sustainable growth together with society.
Furthermore, to address the challenges of international society as a global company, we participate in the UN Global Compact (UNGC) and report on the achievements of our sustainability activities to the UNGC every year.

Initiatives

Customers

The Olympus Group is engaged in a variety of initiatives to provide better products and services to healthcare professionals, our customers, in order to contribute to "Making people's lives healthier and safer". We have established a global system to accurately handle a series of customer service activities, from product sales to in-use support and repairs, and are engaged in daily operations.

> Responding to Customers

Shareholders and Investors

We adhere closely to the Article 27-36 of the Financial Instruments and Exchange Act (so-called "Fair Disclosure Rules") and proactively disclose our management policies, financial status, business activities, non-financial and corporate information in a fair, timely and appropriate manner according to the Olympus Group's Disclosure Policy. We also invite investors to meetings in which our senior management, including the Representative Executive Officer, relevant executive officers, and head of relevant business divisions, present our medium- to long-term corporate strategies and business plans.

> Investor Information

Suppliers

We share our "Expectation of Suppliers" and "Green Procurement Standards" in writing with our suppliers in Japan, asking them to comply with laws and regulations, social norms, and environmental considerations. We conduct an annual web-based supplier survey in Japan with 30 CSR questions to raise suppliers' awareness of Sustainable Development Goals SDG-related issues.
Our Global Procurement ESG strategy consists of three materiality topics as part of focus area: Responsible Supply Chain.

1. Improve supply chain risk mitigation and resilience by implementing a multi-tier supply chain risk monitoring solution.
2. Enhance Social (Human Rights) Commitment in SCM - This includes creating and publishing a Global Supplier Code of Conduct as well as monitoring ESG risk in our supply chain.
3. Environmental Supplier Management - We will begin creating a baseline of CO_2 emissions from our suppliers as well as asking our suppliers to set Science-Based Target (SBT) CO_2 emissions reduction targets for our Science-Based Target Initiative (SBTi)certification.

※ For information on Science Based Targets, please visit the following website.
https://sciencebasedtargets.org

> Procurement

> Compliance

Employees

The Olympus Group conducts employee surveys (core value surveys) to listen to the opinions of employees and to achieve a better corporate culture and work environment. The results are shared with management, including regional management, and measures are implemented at various organizational units.
In addition, the top management of Olympus provides regular opportunities for labor-management consultations both centrally and at individual facilities, including twice-annual meetings of the Central Labor-Management Council with the Olympus Labor Union, to discuss reforms of the corporate culture, such as the improvement of labor conditions and revisions toward more flexible workstyles.

> Labor Relations

Communities

Olympus works with a wide range of stakeholders in accordance with our Corporate Citizenship Policy, including communities near our business sites around the world, local governments, schools, and NPOs, to contribute to solving social issues in local communities. We also participate in environmental conservation activities in cooperation with local governments and NPOs, and participate in and cooperate with local events.

> Corporate Citizenship Activities

National and Local Governments

Olympus is actively involved in a wide range of corporate citizenship programs in cooperation with national and local governments. In Japan, we maintain cancer prevention agreements with several prefectural and city governments to encourage their citizens to take cancer screenings. As a part of these agreements, Olympus provides leaflets to explain endoscopic examinations, which health administration then include in notice letters about strategic stomach cancer screenings and colon cancer examinations to support for encouragement to take individual medical examination. Also, Olympus and its Japan subsidiaries host classes as a part of the school curriculum on the history and technology of endoscopes in cooperation with educational administrations, primary schools, junior high schools, and high schools.

Compliance

Basic Approach and Policy Promotion Structure Initiatives Systems and Mechanisms

Basic Approach and Policy

Because What We Do Matters
Olympus Global Code of Conduct

What we do at the Olympus Group matters to the people we serve, and how we do our work matters to our stakeholders. To help our management team and employees put Our Purpose and Our Core Values into practice, we have developed a single, simplified resource, the Olympus Global Code of Conduct, which replaces the Olympus Group Corporate Conduct Charter and Code of Ethics. The updated Global Code of Conduct went into effect in 2019 and is available online in 18 languages.

Olympus Global Code of Conduct

Acting with Integrity Matters

The Olympus Global Code of Conduct builds on our 100-year tradition of innovation, positive contributions to society, and unwavering commitment to integrity. It explains the standards of conduct expected of our management team and employees and guides them as they conduct business with integrity. The Olympus Global Code of Conduct reflects a comprehensive declaration of Olympus's stance on Environmental, Social, and Governance sustainability matters (ESG), and we formulate specific ESG-related policies based on this Code.
Our activities are based on Our Purpose of "making people's lives healthier, safer and more fulfilling." Following Our Purpose, we are committed to conducting our affairs with integrity and accordingly will comply with applicable laws and regulations. The Olympus Global Code of Conduct is the foundation for our policies and is required to be read, understood, and followed by our management team and employees. We are committed to acting in accordance with the Global Code of Conduct in our global corporate activities.

Promotion Structure

Compliance Management System

Our global Compliance function works to raise awareness of the Olympus Global Code of Conduct and related compliance policies by providing management teams and employees with the resources and training they need to do business with integrity, treat customers, suppliers, and third-party business partners fairly, and report concerns when they arise.

The Olympus Group is committed to fostering a business culture that follows the highest standards of business integrity in all our relationships. The Chief Executive Officer is responsible for compliance with applicable laws and regulations within the business operations of the Olympus Group and has appointed the Global Chief Compliance Officer (CCO), an Executive Officer, who is responsible for the Compliance Management System within the Olympus Group. The Board of Directors and its Audit Committee receive periodic reports on compliance activities from the CCO, and they consult with the CCO as needed. The CCO chairs the Global Leadership Team (GLT) consisting of the Regional Chief Compliance Officers, Chief Privacy Officer, and other persons designated by the CCO. Together with members of the GLT, the CCO ensures that relevant internal regulations are observed in the regional business centers and that compliance activities are carried out in accordance with the requirements of the management systems overseen by the CCO and are reflective of best practices. During FY2023 the CCO led an organizational design activity that resulted in the integration of the Risk & Controls, Compliance, Privacy, and Information Security functions into the new and more unified Governance, Risk & Compliance (GRC) Function. This enhanced GRC Function and organizational design, effective April 1, 2023, will improve collaboration among these subfunctions and further strengthen risk management for Olympus.

Compliance Management System (As of April 2023)

Initiatives

Compliance with Laws and Regulations

In FY2022 there were no violations that caused penalties or other punitive measures concerning key laws/regulations (as stated below) and other socially important legislation.

Strengthening Compliance with Key Laws and Regulations

Jurisdiction	Name of Law/Regulation, Etc.
Laws, regulations and guidelines in Japan	Laws and regulations relating to anti-bribery such as the Unfair Competition Prevention Act National Public Service Ethics Act/rules of ethics Agreements relating to fair competition Transparency guidelines for the medical device industry in relation to medical institutions, etc. (formulated by the Japan Federation of Medical Devices Associations) Act on Prohibition of Private Monopolization and Maintenance of Fair Trade (Antimonopoly Act) Act against Delay in Payment of Subcontract Proceeds, etc. to Subcontractors (Subcontract Act) Laws and regulations relating to labor, such as the Labor Standards Act and Industrial Safety and Health Act Laws and regulations relating to insider trading Personal information protection laws/My Number ID Act Laws and guidelines relating to measures against antisocial forces
Laws, regulations, and guidelines in other countries	Foreign Corrupt Practices Act (FCPA, United States) U.K. Bribery Act 2010 (United Kingdom) Anti-Kickback Statute (United States) OECD agreements concerning the prevention of the bribery of foreign public officials in international commercial transactions United Nations agreements concerning the prevention of corruption Other laws and regulations relating to the prevention of unfair competition Physician Payment Sunshine Provision (United States) Laws and regulations relating to anti-monopoly Laws and regulations relating to measures against antisocial forces

Systems and Mechanisms

Integrity Line (Global Reporting System)

As stated in the Olympus Global Code of Conduct, all employees are responsible for immediately reporting any suspected violation of the Code or Company policy.

Olympus provides a global reporting system, which is available to all Olympus employees, business partners, and other third parties who wish to report a concern. This system is known as the Olympus Integrity Line and is managed by a third-party company that is independent of Olympus. The Olympus

Integrity Line can be used at any time (24 hours a day, 7 days a week, 365 days a year). The system can be accessed via telephone or online. Translators are available to ensure concerns are understood. The compliance function maintains a cross-functional team that meets regularly, collaborating to continuously improve the effectiveness of the reporting system and processes. In FY2023 improvements included the enhanced tracking of policy violations, the integration of additional regional reporting of conflicts of interest, and global adoption of the Olympus Internal Investigations Policy, which establishes the Global Internal Investigations Committee and provides the framework for the Company's internal investigations process as we strive to ensure that legitimate reports of concern will be investigated and treated according to the same high standards regardless of location or department.

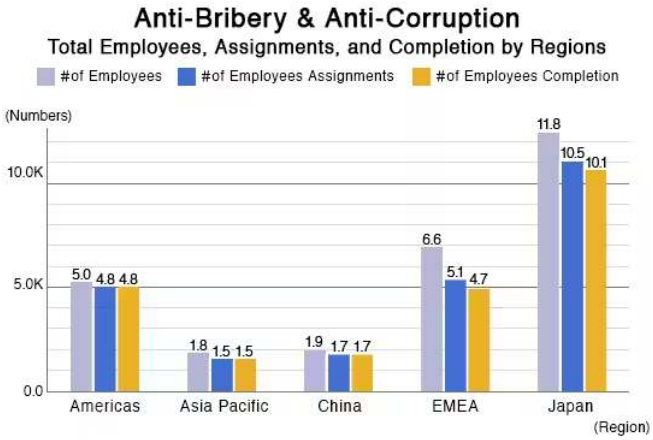
> Whistleblowing System

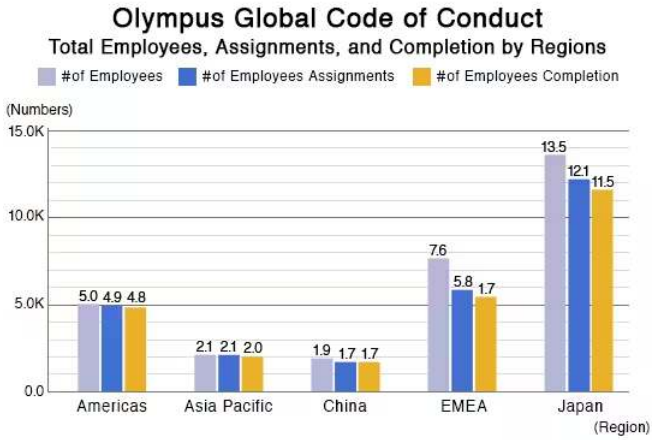
Facilitating an Environment That Encourages Use of the Integrity Line

Additionally, the Global Compliance function, at the direction of the Global Chief Compliance Officer and Regional Chief Compliance Officers, raises awareness of this system through consistent messaging in the Global Code of Conduct and related e-learning programs and communications. During FY2023 Olympus received 809 reports, whether through the Integrity Line or other means. Olympus takes all reports of concern seriously. If a concern of misconduct is substantiated following appropriate review, Olympus takes corrective action, including policy/process remediation, enhanced training and education for individuals/groups, issuance of warning to individuals, and, in serious cases, termination in accordance with local regulations. In FY2023, 82.1% of closed reports were substantiated following review.

Compliance Training

To raise compliance awareness and promote an understanding of important laws and internal rules, as well as to ensure consistent compliance with them, the Global Compliance function strives continually to enhance compliance education programming.





Anti-Corruption

Systems and Mechanisms

Prevention of Bribery

The Olympus Group will never engage in actions that could be deemed to be bribery in its dealings with any of its business partners, such as government officials, and employees of government agencies (including international agencies), or any other parties. In addition to having established our own rules based on key laws and regulations and thoroughly educating our employees on those rules, we are working on the prevention of actions that could be interpreted as bribery by tightening the rules governing external business dealings and internal approval system as well as by implementing process controls. With the Global Code of Conduct (PDF: 2.2MB), the Olympus Group has established a key guideline to preventing bribery, which has been disclosed on its website.

- Olympus Global Code of Conduct (PDF: 2.2MB)
- Olympus Group guidelines covering the prevention of bribery

Exclusion of Antisocial Forces

The Olympus Group will have no involvement with organized crime syndicates, or any other antisocial forces that threaten the order of society and will never engage in actions that could support their activities.
We will respond resolutely and in accordance with the law to any fraudulent demands from antisocial forces. In July 2012, "Regulations for the Elimination of Antisocial Forces" covering the Olympus Group were formulated.
For Olympus and its Japan subsidiaries, in principle, we conclude contracts or memorandums of understanding incorporating provisions relating to the exclusion of antisocial forces with all new business partners (including clients and suppliers as well as partners in joint research) of.
For subsidiaries outside Japan, we are confirming that our business suppliers and partners do not have any ties with antisocial forces in compliance with the "Regulations for the Elimination of Antisocial Forces."

Prevention of Insider Trading

The Olympus Group is determined to ensure the fairness and soundness of security markets and earn the trust of shareholders and investors by working to prevent insider trading. In August 2022, we enacted the "Rules for Insider Information Management" to consolidate internal information within the Olympus Group, determine whether certain information qualifies as internal information, and establish the necessary fundamentals for managing internal information, including methodologies and organizational structure. In addition to the above, the Insider Trading Prohibition Rules, formulated in June 2012, clearly forbid the use of undisclosed information gained through activities related to trading in stocks, and continuous education and training about these regulations is provided to all employees.
We have adopted rules, such as those concerning the buying and selling of our own shares by directors and employees, and we consistently comply with those requirements, including the submission of notices concerning such transactions. In FY2023, an e-learning program to prevent insider trading was implemented for all employees of Olympus Group in Japan. At the same time, lecturers were invited once a year from the Tokyo Stock Exchange to training sessions for those employees from our Olympus headquarters corporate divisions who have ample opportunity to come into contact with insider information. There have not been any insider trading matters in FY2023, same as past years.

International Trade and Economic Sanctions

The movement of products, services, and investment across borders subjects Olympus and other companies to extensive trade regulations. A variety of laws and regulations in the countries in which Olympus transacts business apply to the sale, shipment, and provision of medical goods, services, and technology across borders. Governments also impose economic sanctions against certain countries, persons, or entities. In addition to our need to comply with such regulations in connection with our direct activities, Olympus also sells and provides goods, technology, and services to agents, representatives, and distributors who may export such items to various customers and end-users throughout various levels of public and private procurement chains. Sanctions are the regulatory restrictions applicable to dealings with certain countries, territories, governments, groups, entities, individuals, or controlled goods or

services. If Olympus, or the third parties through which Olympus does business, are not in compliance with applicable laws and regulations on import/export controls or economic sanctions, Olympus (and those third parties) may be subject to civil or criminal action and varying degrees of liability.

It is Olympus's policy to comply with all applicable trade regulations in our operations wherever located worldwide. The nature and extent of those restrictions may vary (prohibitions on any or all transactions, limitations on imports/exports, controls on specific goods and services, restrictions on financial operations, etc.), but it is important that all Olympus Group employees, customers, vendors, and contractors are aware of and comply with those restrictions. To maintain this system, Olympus manages a program for the purpose of identifying direct or indirect risks associated with transactions subject to economic sanctions. This program includes identifying potential threats to or vulnerabilities of (i) the Olympus Group's customers and customers' customers through to the ultimate consumer, the supply chain, intermediaries (including financial institutions), and counterparties; (ii) the products and services offered by the Olympus Group, including how and where such products or services fit into other commercial products or services; and (iii) Olympus geographic locations, as well as the geographic locations of our customers and customers' customers through to the ultimate consumer, the supply chain, intermediaries (including financial institutions), and counterparties.

Information Security

Basic Concept

The Olympus Group considers information security risks to be important risks that not only directly affect our business but could also have a serious impact on our customer medical institutions, and even on medical care itself. Also, appropriate information security risk management and incident response are becoming increasingly important in terms of maintaining and enhancing the Company's sustainable growth and the competitive advantage of our products and services. With regard to addressing information security risks, we believe it is important that the measures are being driven on a whole companywide basis, not limiting them to information security dedicated departments. As well as the importance of internal collaboration, it is also crucial to actively communicate and collaborate with our customer medical institutions, business partners, industry associations, and government agencies.
Under the corporate strategy announced in 2019, we are implementing our corporate transformation plan "Transform Olympus" with the aim of transforming ourselves into a corporate culture and corporate structure capable of sustainable growth. As part of this plan, we are promoting the globalization of each function, standardization of processes, and centralization of risk management. In the area of information security and privacy compliance, we have established a new strategy in the fiscal year ended March 31, 2022, in order to visualize risks from the perspective of corporate risk management with uniform standards across the global Group and to ensure that risk mitigation activities in each related function are comprehensive and harmonized. This strategy includes the creation of a new governance model and a multi-year strategic roadmap corresponding to the companywide transformation. Through the implementation of our new governance model and strategy, we are particularly focused on achieving the following:

- Increase resilience to cyber-attacks not only in our general IT systems, but also in our products and services, their development and manufacturing environments.
- Continuously ensure product security throughout the entire product lifecycle, including the supply chain, to ensure a consistent supply of products and services.
- Protect, manage, and securely utilize data of various types and confidentiality levels while further enhancing privacy protection based on the latest trends and regulations in each country and region.

Information Security Governance

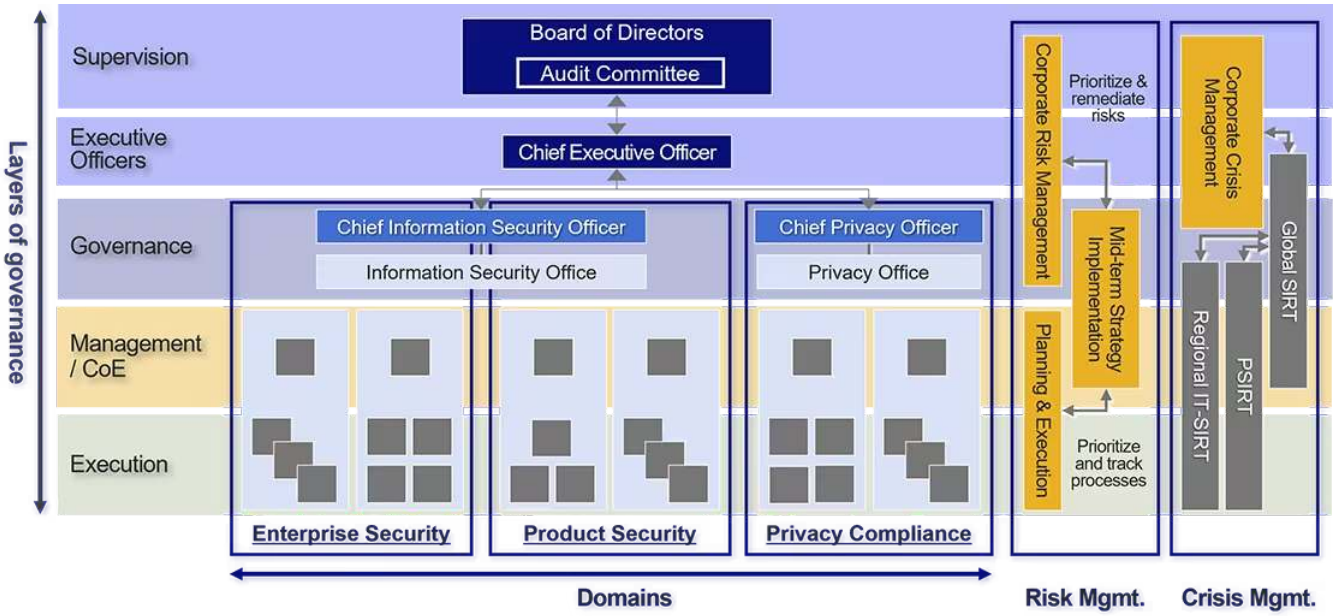
In accordance with the corporate governance structure for overall management, the governance of our information security is realized by the execution function headed by our Chief Executive Officer (CEO) and the Board of Directors (BoD), which supervises the execution function. In terms of the execution function, the CEO owes accountability for information security to the BoD and external stakeholders. The Chief Information Security Officer (CISO), under the supervision of the CEO, and a dedicated organization are responsible for the Group-wide risk management of information security and the formulation and implementation of strategies based on that risk management. In the supervisory function, the BoD is ultimately responsible for supervision as part of the corporate governance for overall management, and the Audit Committee, in particular, is responsible for supervision as part of the audit of the execution of duties by executive officers and others. The CEO and the CISO, which are execution functions, report to the BoD on the status of information security for the entire Olympus Group on a regular basis and as needed in response to changes in the environment. Furthermore, more frequently and regularly reporting to the Audit Committee are made.

In terms of a more detailed execution structure, depending on varied requirements in security capability and capacity by function, the following three-layer model is being applied to the security organizational development with a view to both effectiveness and efficiency: the Governance Layer, which oversees the formulation and execution of Group-wide information security strategies; the Management/CoE Layer, which oversees the formulation and execution of plans within each function and department based on the formulated strategies; and the Execution Layer, which is responsible for execution within each function and department.

We have clarified the responsibilities and collaboration methods for information security based on the following two domains. Enterprise Security (information security including general IT systems and data governance) and Product Security (information security of our products and services). As for promoting understanding of and ensuring compliance with important laws, regulations, and internal rules related to the protection of personal information (Privacy Compliance,) we are promoting the enhancement of the structure under the supervision of the Chief Compliance Officer (CCO). (For more information on compliance, please refer to this page.)

For risk management, the CISO and the dedicated organization conduct a Group-wide risk assessment, considering various external factors, such as trends of cyber-attacks outside the Company and best practices in the industry. Based on the risk assessment, the CISO and the dedicated organization formulate a medium-term strategy taking into account our business strategy, customer requirements, and legal and regulatory trends. Each function and department then implement risk mitigation measures based on the established strategy, thereby ensuring that risk mitigation is based on uniform standards and balanced throughout the Group.

In the event of a cyber-attack, it is important to have a crisis management system that can respond promptly, coordinate with the entire Group and related organizations, and facilitate appropriate management decisions on a Group-wide basis. Therefore, in addition to IT-SIRT in each region and PSIRT, which are responsible for rapid incident containment and recovery, we are working to build a Global SIRT structure that supports collaboration among the regions and functions/departments, coordination with related organizations, and decision making by the executive management team.



Number of Information Security Incidents and Breaches*1

The table below shows the number of incidents and breaches globally over the past three years. In the fiscal year ended March 31, 2022, IT systems in some regions in EMEA (Europe, the Middle East, and Africa) and the Americas (the United States, Canada, and Latin America) were subject to unauthorized access. Incident response was implemented in the affected areas, and various security enhancements were made based on the results of the analysis of those incidents. While no evidence of loss, misuse, or leakage of the Company's data was confirmed as a result of the unauthorized access in the EMEA region, some data may have been compromised in the Americas region. We have notified those who may have been affected.

Item	FY2021	FY2022	FY2023
Number of information security breaches or other cybersecurity incidents	0	4	4

Related Information

- Olympus Group Information Security Policy
- The Olympus Group Personal Information Protection Policy (Translation)
- Management Policies: Business Risks
- (Reference) Participation in a simulation drill for a cyber attack (Medical Cyber Security Council, May 19, 2021) - Japanese only

*1 The figures in the table are based on the disclosure standards of GRI 418-1 (2016). In case it is difficult to disclose a definite figure due to ongoing investigation or monitoring of the possible impact of an incident, the figure is shown as "-".

Risk Management System

Basic Approach and Policy

The Olympus Group implements risk management initiatives to realize its basic management policies, which include its Corporate Philosophy and management strategy. Specifically, based on the "Policy of Risk Management and Crisis Response" and related rules, the Olympus Group undertakes risk management from the perspective of both "offense" through active and appropriate risk taking leading to sustainable growth and value creation for the Company and "defense" to prevent illegalities and accidents.
A crisis management process has also been established to minimize the impact of unforeseen incidents on corporate value.

> Policy of Risk Management and Crisis Response

Promotion Structure

Risk Management Structure (Fiscal Year Ended March 31, 2023)

The risk management structure is a global risk management structure that defines categories of risks that could affect our business strategy and the achievement of our business objectives, and clarifies the Executive Officer in charge of each risk category (to ensure risk assurance). Each officer is responsible for carrying out all activities necessary to keep the risks under their control within acceptable limits (e.g., development of organizational structure, development of processes, and formulation and implementation of priority measures).

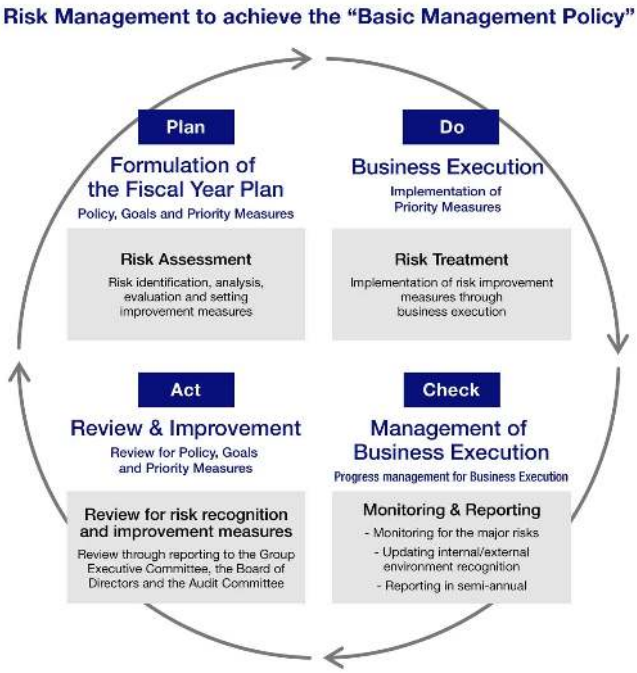
As of April 2023, a new organization has been launched to oversee four functions related to Governance, Risk, and Compliance (GRC): Risk & Control, Compliance, Privacy, and Information Security. With enhanced coordination among these functions, the risk management framework within operational functions will be further strengthened.

Structure and Initiatives

Risk Management

The risk management process is based on the PDCA cycle of risk assessment (risk identification, analysis, evaluation, and establishment of risk countermeasures), implementation of risk countermeasures, monitoring and reporting, and improvement. Risk assessment is linked to the annual planning process, and risks are evaluated using evaluation criteria common to the entire company to visualize and centrally manage company-wide risks. In addition,

the status of the Group's response to major risks is regularly reported to the Group Executive Committee, the Board of Directors, and the Audit Committee for continuous monitoring.



Crisis Management

Any major incident that is highly likely to affect business management in the Olympus Group is reported promptly to the president and other senior management and handled appropriately by the managers in coordination with relevant divisions. Furthermore, we continue to conduct annual training exercises in anticipation of emergencies, ensuring the ongoing review and refinement of response processes. Our aim is to minimize damages in the event of large-scale natural disasters and similar incidents.

In terms of business continuity plan (BCP), we strive to develop practical plans that emphasize the value chain. To support this, we have established the "BCP/BCM Development Guideline" and consistently work on improving BCP practices. Additionally, we conduct regular education and training programs to enhance the effectiveness of our BCP.

Moving forward, we will continue to prioritize the health and safety of our employees, medical professionals, patients, and communities, while implementing the best measures to maintain the supply of our products and services.

Governance Data

Updated August 21, 2023

*For details, please refer to the Annual Securities Report for each period and Integrated Report.

>Annual Securities Report

>Integrated Report

Corporate Governance

Composition of the Board of Directors

	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Composition of the Board of Directors	(Person)	11	15	12	11	12
Outside	(Person)	6	10	9	8	9
Internal	(Person)	5	5	3	3	3
Female	(Person)	0	0	0	1	1
Foreign National	(Person)	0	3	3	3	4
Audit & Supervisory Board Members (Hereinafter called "auditors")	(Person)	4	0	0	0	0

*Transitioned to a company with a Nominating Committee, etc., effective from June 2019. The composition of the Board of Directors for FY2018 and FY2019 includes auditors.

Officer Compensation

	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Directors (excluding outside directors)	Millions of yen/person	377	454*1	717*2	919	1094
Auditors (excluding outside auditors)	Millions of yen/person	56	14	0	0	0
Outside officers	Millions of yen/person	110*3	131	149	138*4	192*5
Executive officers	Millions of yen/person	0	140	431	666*6	1122*7

*Transitioned to a company with a Nominating Committee, etc., effective from June 2019. The composition of the Board of Directors for FY2019 includes auditors.

*1 The directors include the three internal directors who retired at the close of General Meeting of Shareholders held on June 2019.

*2 The directors include the two internal directors who retired at the close of General Meeting of Shareholders held on July 2020.

*3 The officers include the one outside director who retired at the close of General Meeting of Shareholders held on June 2018.

*4 The officers include the two outside directors who retired at the close of General Meeting of Shareholders held on June 2021.

*5 The officers include the two outside directors who retired at the close of General Meeting of Shareholders held on June 2022.

*6 Compensation for the two executive officers who concurrently hold a position as director is included in the compensation for directors.

*7 Compensation for the two executive officers who concurrently hold a position as director is included in the compensation for directors.

Environmental Health and Safety Policy

All our activities are based on our corporate philosophy, "Making people's lives healthier, safer and more fulfilling." Following this philosophy, the Olympus Group respects people's security and health and the natural mechanisms that realize this. We will contribute to the realization of a sustainable society by working to harmony with the environment and keep employees' security and health.

1. Continual Improvement of Environmental Health and Safety Activities

We will maintain the environmental health and safety management system and mechanism on a global scale and monitor the progress of environmental health and safety activities regularly so that we can continuously improve our environmental health and safety performance.

2. Compliance with Laws, Regulations, and Social Norms

We will fully comply with the laws and regulations, agreements with our stakeholders, and our voluntary standards in respect to the environment, health and safety.

3. Reduction of Environmental Impact

Toward the solution of environmental issues, prevention of pollution, sustainable resource use, climate change mitigation and adaptation, and protection of biodiversity, we will reduce environmental impact through all business activities from research, development, design, procurement, production, logistics, sales and repair.

4. Keeping safety and health

We will keep a safe and hygienic work environment by taking measures to eliminate and reduce safety and health risk factors based on the risk assessments.

5. Attributing Importance to Communication

We will ensure transparency and reliability in dispatch of information about environmental safety and health activities, deepen mutual understanding with our stakeholders, and promote activities for solving environmental safety and health issues in cooperation with each other.

> Explanation of Environmental Health and Safety Policy

Control Rules for Environment-related Substances Used in Product

Based on “the Control Rules for Environment-Related Substances Used in Product”, which was published in reference to the environment-related substances’ laws and regulations enforced globally, Olympus Group conducts surveys in the product design and development stages and also in its procurement activities to ensure that its products do not contain environment-related substances.

Control Rules for Environment-related Substances Used in Product Ver.17 (April 2023)

- Japanese (PDF: 1.3MB)
- English (PDF: 978.3KB)

Green Procurement

Olympus published its approach to environmental activities as the Olympus Group Green Procurement Standard and distributed the Standard to all suppliers. We also continuously improve the environmental initiative contents working together with our suppliers through surveys covering their environmental management systems and activities.

Olympus Group Green Procurement Standard (Japanese, English, Simplified Chinese)

Green Procurement Standard Ver.6.0

- Japanese (PDF: 176.2KB)
- English (PDF: 143.2KB)
- Simplified Chinese (PDF: 216.6KB)

- Control of Chemical Substances Used in Products

Human Rights Policy

At Olympus Group (hereinafter referred to as "Olympus"), we define "Our Purpose" as "Making people's lives healthier, safer and more fulfilling." In order to achieve this, we seek to build this Purpose into all of our activities. This commitment is one that extends to all of our employees, and we encourage our third-parties and whoever engages in activities on our behalf and whose services or products we use, including our suppliers and our clients and users of our products and services, to abide by the same commitment as well. We believe that we need to be ever conscious of this commitment and to be transparent about our efforts.

Since people's understanding and sense of values in relation to human rights and social norms evolve as society develops and changes, we seek to understand and adapt our activities as needed. We will continue to support the well-being of the people around the world through our business and other pursuits, continuously working to identify, prevent, mitigate and account for how we address any adverse human rights risks and impacts in our activities, including in our supply chains, and to adapt ourselves appropriately to the evolution of standards and norms.

Olympus commitment to respect Human Rights

Olympus established a set of five core values* which shall guide us in "Making people's lives healthier, safer and more fulfilling." Known as "Our Core Values," these values are shared and put into practice across the company. Among them, we consider the values of Integrity ("We are trustworthy and act in good faith") and Empathy ("We care about all of our stakeholders") as integral to our company's responsibility to respect for human rights. We believe that sharing and practicing these values at all levels of the company creates an environment of respect for human rights among all those associated with Olympus.

* Integrity, Empathy, Long-term View, Agility, Unity

Olympus commits to respect all Human Rights and supports the following international human rights standards and promises unwavering respect for them in managing our group and daily business.

- Universal Declaration of Human Rights
- International Covenant on Civil and Political Rights
- International Covenant on Economic, Social and Cultural Rights
- ILO Declaration on Fundamental Principles and Rights at Work
- United Nations Guiding Principles on Business and Human Rights
- The Ten Principles of the UN Global Compact
- OECD Guidelines for Multinational Enterprises

Olympus commits to proactively avoid causing or contributing to adverse human rights impacts and to address such impacts when they occur. The company also strives to identify, prevent or mitigate adverse human rights impacts directly linked with our operations and business activities.

Guided by the United Nations Guiding Principles on Business and Human Rights, Olympus will establish human rights due diligence systems and processes designed to support ongoing identification and monitoring of potential impact of our business activities on human rights and appropriately address any identified challenges. We will seek guidance from stakeholders and experts to support continuous improvement in alignment with the expectations for global companies.

Olympus commits to continually update its human rights approach, and to use due diligence and monitoring for continuous improvement.

As a global business and as stated in our Global Code of Conduct, we promise to observe the human rights laws and regulations of the countries/regions where we operate, and where there are inconsistencies between the local and the international norms or where local laws and regulations may be less stringent than international human rights standards, the international norms, where stronger, will be followed.

Scope of application

This policy is applicable to all officers, executives and employees of the Olympus Group.

Third-parties associated with Olympus are also expected to follow the policy. We seek their understanding and support, as well their help to improve it.

Assessing, avoiding and mitigating negative impacts on human rights

We will work to regularly assess potential impacts on human rights in all of our business activities, identify areas of concern and act appropriately to prevent or mitigate them. We will create and execute a plan in line with due diligence procedures suggested in the United Nations Guiding Principles on Business and Human Rights.

Remediation, correction and prevention

Should we become aware of a situation where we believe appropriate standards are not being met, we will work to provide appropriate remediation for those affected, in line with the United Nations Guiding Principles on Business and Human Rights. We will also work to determine the cause of the problem and take action to support meaningful reforms.

> Whistleblowing System

Raising awareness and promoting behavior that respects human rights

To promote recognition and respect of human rights and human well-being we will work to continuously encourage awareness and correct behavior by all officers and employees of all of Olympus. We believe our corporate philosophy, consisting of Our Purpose and Our Core Values, provides a strong foundation for understanding and practicing genuine support of human rights values.

Because we recognize that consistent understanding plays a pivotal role in this process and supports implementation of our commitments, we will regularly provide education and communication to our employees as well as to our third-parties that will serve to assure that expectations are clearly understood by all.

> Olympus Global Code of Conduct

> Global Standards: What Olympus Expects of Third Parties

Stakeholder engagement and dialogue

We will regularly communicate with external organizations, and engage in meaningful consultation with potentially affected groups and other relevant stakeholders or their representative organizations, as well as independent experts with knowledge of human rights risks globally to ensure that we understand rightsholders concerns and are aware of new trends and challenges so that we can anticipate and proactively address emergent risks that could impact our business and third parties.

Information disclosure

We will periodically report on the results of our human rights risk mitigation efforts, through relevant channels such as our website.

Olympus Global Quality Policy

We continuously pursue the improvement of Patient Safety, Quality, Regulatory Compliance, and the Customer Experience for all Olympus products and services.

Supply Chain Policy of Olympus Group

All activities of Olympus group (hereinafter referred to as Olympus) are based on our corporate philosophy, "Making people's lives healthier, safer and more fulfilling". Following this philosophy, we contribute to the development of a sustainable society through our ESG (Environment, Society, and Governance) initiatives. Also, this document stipulates the way in which we will procure the materials and services necessary for our business activities.

1. Compliance with Laws, Regulations, Ethics and Social Norms

Olympus complies with applicable laws, regulations, ethics, and social norms (those concerning the respect for human rights including the prohibition of child labor, forced labor, and anti-corruption). We take due care of labor environment, safety and health of workers, and Olympus carries out corporate activities in a sound and fair manner. We ask that suppliers of the materials and services do the same.

2. Promotion of Business Activities in consideration of the Environment

Olympus recognizes the importance of various environmental issues such as climatic changes, and establishes "Olympus Group Environmental Policy" and "Olympus Green Procurement Standard". In conducting its business activities, we endeavor to realize a human society that has a sound environment and that is capable of sustainable development in consideration of the environment. We ask the suppliers to do the same.

3. Promotion of Fair and Impartial Trade:

Olympus opens its doors to current suppliers and future suppliers all over the world, and engages in fair and impartial trade in accordance with established policies and procedures.

4. Selection of Suppliers and Management System:

Olympus selects suppliers based on the key elements of a comprehensive decision process which are the management compliance with laws, regulations, ethics, and social norms, environmental considerations, quality & safety assurance and a stable supply, management stability, technical capabilities, security of information, respect for the intellectual property of other parties, compliance with the designated delivery date and appropriate pricing. We also evaluate periodically by management indexes, quality, price, and service, in addition accurately understanding of the importance and obeying compliance with the laws, regulations, ethics and social norms that we added into our evaluation criteria definition.

5. Reinforcement of Partnership with Suppliers

Olympus endeavors to establish and maintain a relationship of trust with our suppliers based on mutual understanding.

6. Prohibition on Accepting Personal Interests:

Olympus prohibits its employees from accepting any improper personal gifts, benefits or entertainment from suppliers.

Expectations of Suppliers

Olympus procures various materials and services necessary for our production activities from suppliers in many countries around the world. We expect all suppliers to note and follow the important points described below.

1. Compliance with Laws, Regulations, and Social Norms

Olympus aims to provide our customers with products that fully meet or exceed their expectations. In doing so, we discipline ourselves to comply with the laws, regulations, and social norms of the countries and regions of the world in which we operate (specifically laws, standards, and conventions concerning the prohibition of forced labor and child labor, prohibition of discrimination based on unreasonable grounds, anticorruption, laws regarding appropriate wages and working hours, and maintenance of safe and clean working environments), carry out sound corporate activities and behave in a manner that is in accordance with laws, regulations, and social norms. As noted below, we therefore expect our suppliers to do the same in those countries and regions where they operate and to execute the appropriate management necessary to comply with this requirement.

2. Health and Safety

Suppliers are expected to ensure health and safety in the workplace (including equipment and facilities), track industrial accidents and illness, build a system and framework for emergency response, and properly manage the health of their employees.

3. Fair and Impartial Trade

Olympus opens its doors to suppliers who develop mutual understanding and trust. We carry out fair and appropriate procurement activities based on our policies and procedures disclosed to suppliers. Suppliers are also requested to follow our policies and procedures.

4. Ensuring Quality and Safety, Delivery, Fair Pricing, and Stable Supply

Suppliers are asked to provide products, parts, and raw materials that meet Olympus specifications and quality standards, while complying with delivery dates and providing fair prices.

5. Environmental Considerations

Olympus considers the protection of the global environment to be one of its critical management tasks, and strives to contribute to the development of a sustainable society by delivering environmentally conscious products to consumers. To this end, suppliers must manage the parts and raw materials that constitute our products at their source, including in their procurement activities and production processes. We expect suppliers to promote biodiversity and other environmental protection activities so that together, we can create products that are not harmful to the global environment.

6. Ensuring Information Security and the Appropriate Protection of Information

Suppliers can obtain Olympus's classified information, as well as the classified information Olympus has on others. Suppliers are expected to strictly safeguard the information they have accessed through business dealings with Olympus, to prevent any leak or disclosure to unauthorized personnel or outside parties. Suppliers are also expected to implement measures to combat computer viruses, and to manage such measures so as to prevent causing harm either internally or to other companies.

7. Promoting Social Contributions

Suppliers are expected to grow sustainably within society and contribute to both the global and local communities. These initiatives may involve contributions using the supplier's primary business or technologies, nonmonetary contributions utilizing supplier facilities or personnel, monetary donations, and other contributions.

8. Promoting CSR Activities Internally and Among Suppliers

We expect our suppliers to have a good understanding of the importance of corporate social responsibility（CSR）and to work to promote CSR activities both internally and among their own suppliers.

- Expectations of Suppliers (English Version) (PDF: 269.6KB)
- Expectations of Suppliers (Chinese Version) (PDF: 372.1KB)

General Employer Action Plan based on the Act on Promotion of Women's Participation and Advancement in the Workplace

The Olympus Group believes that the active participation of diverse human resources is indispensable for the sustainable development of the company and therefore promotes Work-Life Integration (WLI) to enable our employees to achieve the optimum balance.
Olympus Corporation recognizes promoting the advancement of women as a priority issue to achieve WLI and have created the following action plan.

1. Plan duration

April 1, 2019 to March 31, 2024.

2. Current status

- The percentage of female managers is 2.4% as of the end of FY2019, which is low compared with the overall percentage of female full-time employees (approx. 14%).
- The percentage of women among new graduate employees in FY2020 was 23.5%.
- We provide management skills training programs and a mentor system to nurture female managers. We also provide leader training programs and mentoring for manager candidates.
- It is difficult for female employees to find a female role model and design a career path as the number of female managers and opportunities to get to know them are few.
- The education and promotion of professionals and experts is insufficient.
- In FY2018, the scope of workers eligible for teleworking was expanded from those in childcare to include those engaged in elderly care or nursing care. Since then we have been expanding the trial for target employees in each business site.
- To help female workers to return smoothly to work after childcare leave, we provide the means to view work-related information during their leave and a return-to-work career design training programs.
- Although we are promoting WLI awareness among managers, understanding and active utilization of the WLI schemes is still insufficient.
- Despite difficulties in achieving WLI for sales personnel, there is no support system for female employees to remain in the job.

3. Approach

Based on an understanding of the current situation, we are adopting the following approaches in the education and promotion of professionals/experts and managers.

- Reinforce systematic education for female manager candidates.
- Reinforce establishment of a working environment that enables a sound work-life balance.
- Reinforce female employment.

4. Goals, concrete actions, and start date

Goal 1: Increase the number of female managers to twice that compared to FY2021 by the beginning of FY2025.

(Concrete actions and start date)

From April 2019.

- Provide genderless manager training programs.

- Educate managers on nurturing subordinates.
- Introduce a mentor system with female managers as role models.
- Provide training programs per job level for promoted employees incorporating their career path planning.

Goal 2: Reinforce the working environment to enable a sound work-life balance

(Concrete actions and start date)

From April 2019.

- Establish a scheme that enables work continuation during illness treatment (including fertility treatment and breast cancer).
- Support smooth returning to work by opening childcare centers and providing a return-to-work briefing together with the employee's child.
- Support returning to work through a partnership with a housekeeping agency.
- Achieve WLI by making teleworking available to all employees and introducing hourly usage of annual leave.
- Toward achieving WLI in the workplace, reform WLI awareness through training improvement and booklet renewal.
- Offer financial assistance to obtain qualifications during childcare leave.
- Introduce a half-day childcare leave system to enhance working opportunities while on childcare leave.

Goal 3: Increase the percentage of female new graduates to 25% or higher in our employment as of April 2024.

(Concrete actions and start date)

From April 2019.

- Actively publish information on female employment and appoint a female employee as a recruiter to increase job applications from women.
- Promote targeted recruitment of female students in the STEM field (where the ratio of female students is low) as the number of students from this field hired by our company is high.
- Introduce location-specific employment for sales personnel.

General Employer Action Plan based on the Act on Advancement of Measures to Support Raising Next-Generation Children

The Olympus Group promotes Work-Life Integration (WLI), through which we aim to create a positive interaction between work and life that fulfills the aspirations of our employees.
As a company committed to the sustainable development of society, we value Nurturing the Next Generation, aiming to care for the children who will bear the future and valuing their healthy growth.
Based on these ideas, Olympus Corporation will implement the following action plan to establish a working environment that enables our employees to fulfill both their work and child caring commitments, exerting their capabilities to the full.

1. Plan duration

April 1, 2021 to March 31, 2024 (three years).

2. Plan details

(1) Establish a working environment that supports balancing work and life for employees engaged in childcare

Goal 1: Implement the WLI schemes and raise understanding of them to encourage usage of the schemes according to employees' life plans regardless of gender.

<Measures>

- **Introduce teleworking**

  Jointly with the labor union, introduce teleworking utilizing telecommunication devices at a permitted location other than the office. (From FY2022)

- **Introduce hourly-based leave**

  Allow employees to use their annual leave on an hourly basis to enable flexible and autonomous ways of working. (From FY2022)

- **Introduce options for taking summer holidays**

  Promote autonomous and flexible working according to the individual employee's life plans. (From FY2022)

- **Consider a support system during and after childcare leave**

  Consider a career development system for employees engaged in childcare by supporting career progress during childcare leave and offering a housekeeping service after they return to work. (From FY2022)

- **Introduce a personnel evaluation system that takes account of diverse working styles**

  To expand the working opportunities of employees who have to work during limited hours or locations due to child or elderly care etc., we are considering widening the scope of the personnel evaluation system, currently in use for assessing employees in the job classification system. (From FY2022)

(2) Revise working styles and diversify the working environment and culture

Goal 2: Implement measures to revise working styles as a part of WLI promotion.

<Measures>

- **Provide WLI information and training sessions for managers**

  Provide managers with continuing training programs on appropriate workplace management to support employees' balance between work and child or elderly care, as well as promoting understanding of the aims of WLI. (From FY2022)

- **Encourage men to participate in childcare**

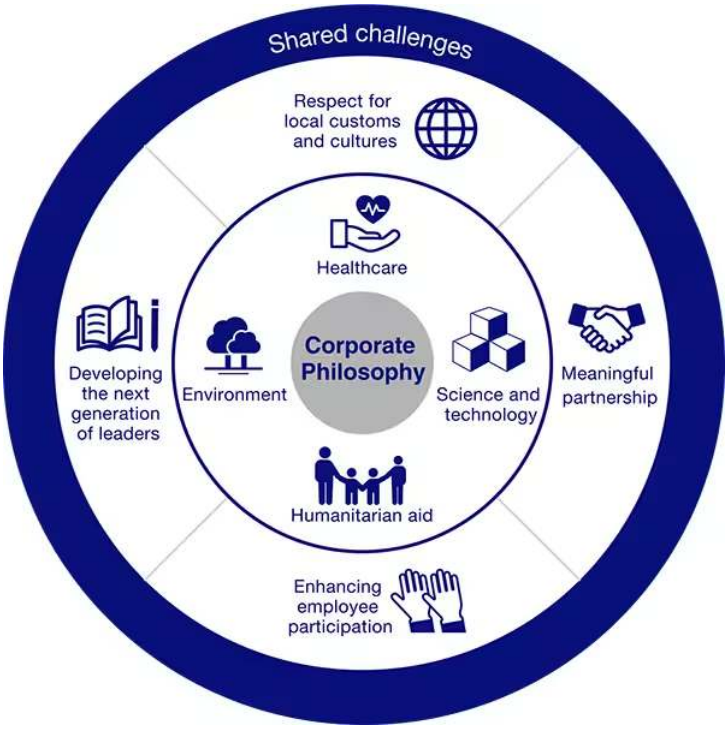
  Create a corporate culture in which male employees can freely participate in childcare and provide related information. (From FY2022)

- **Contracts with corporate childcare centers**

  Consider making contracts with corporate childcare centers (employer-sponsored childcare centers) operated by other companies. (From FY2022)
  Provide information about the nurseries in Shirakawa Facility (opened in September 2018) and Hachioji Facility (opened in June 2020), to ensure they are used effectively and support WLI. (From FY2022)

Corporate Citizenship Policy

At the Olympus Group (hereinafter, "Olympus"), our corporate activity is based on Olympus' corporate philosophy and the Olympus Global Code of Conduct. Olympus implements appropriate corporate citizenship activities as a leading global medtech company, while taking a long-term view in an effort to achieve Our Purpose of "Making people's lives healthier, safer and more fulfilling."
Olympus is committed to fulfilling its responsibilities to society and its stakeholders by proactively carrying out the activities that benefit global and local communities.



1. Three Priority Areas

As a leading global medtech company, Olympus conducts its citizenship activities in healthcare. In an effort to leverage the spirit of monozukuri (excellence in manufacturing fostered by Olympus for over a century), our activities also focus on fostering scientific and technological progress, as well as environmental sustainability. These three areas have been selected as priorities in which our corporate citizenship activities will be rolled out globally.

"Healthcare": An area in which we can take advantage of the insights we have gained from our Medical business
"Science and Technology": An area in which we can take advantage of the insights we have gained from our Scientific Solutions business
"Environment": Activities that future generations would be able to enjoy a rich natural environment

In addition to the priority areas listed above, we are engaging in humanitarian and charitable activities to nourish the world, to combat poverty, emergency disaster relief assistance as well as local community involvement programs.

2. Approach to Activities

(1) Respect for local cultures and customs

While society expects a multinational company like Olympus to take action to address shared challenges on the globe, we still need to respect local cultures and customs and take into account local needs when launching local voluntary activities.

(2) Meaningful partnership

We work in partnership with NGOs, NPOs, local and national governments and international organizations, etc., as appropriate for each area of activity, to achieve greater speed and efficiency in addressing social issues. We utilize the findings, experiences, know-how that we gain in order to improve our future actions, which leads to our continuous growth.

(3) Developing the next generation of leaders

We foster people who will support the sustainable growth of society in the future by imparting the insight and know-how we have gained during our corporate activity over the past century to future leaders through providing learning opportunities and conducting awareness-raising activities.

(4) Enhancing employee participation

Olympus believes that its employees should become more connected with the world around them through volunteer activities, which not only have positive effects on society, but also help employees broaden their horizons and improve their sensitivity. Olympus encourages its employees to get involved in society on their own initiative by providing them with opportunities to volunteer.

3. Information Disclosure

To fulfill our responsibilities to society and our stakeholders, we proactively disclose information on the corporate citizenship activities we have implemented in the past in a timely and appropriate manner.

4. Continuous Improvement

By reflecting on the outcomes of past corporate citizenship activities and listening to feedback from society and our stakeholders, we will strive to improve our activities.

Charitable Donations and Grants Policy

Based on our corporate philosophy of "Making people's lives healthier, safer and more fulfilling" that provides the basis for all corporate activities, the Olympus Group (hereinafter, "Olympus") is committed to gain trust from society, in addition to creating social values through our business operations. Through charitable donations and grants, we live up to our commitment and responsibility to address social issues.

1. Priority Areas and Activities

Our charitable donations and grants efforts are focused on following areas: "Medicine and Health", "Global Environment" and "Science and Technology". Also, our contributions shall be socially just and shall follow ethical norms.

1. Charitable Donations
   We provide monetary aid and/or in-kind donations to philanthropic activities, and contribution activity for local community based on CSR for humanitarian aid. Aid and donations provided for disaster relief will also be considered charitable donations.
2. Grants
   We provide monetary aid and/or in-kind donations to education as well as research activities, conducted by organizations for public welfare, that relate to four priority areas: "Medicine and Health", "Global Environment" and "Science and Technology".

2. Compliance with Legal Regulations and Social Norms

We will fully comply with both Japanese and non-Japanese law and industry guidelines in respect to charitable donations and grants.

3. Rules and Organizational Systems

We clearly separate charitable donations and grants from any Olympus commercial activities, and establish guidelines and operational structures to ensure transparency.

4. Information Disclosure

We will fully comply with Japanese and non-Japanese law and industry guidelines, will assuredly record charitable donations and grants activities, and will commit to disclose information in a timely and appropriate manner. Furthermore, through information disclosure and active communication, we will commit to deepen mutual understanding with stakeholders.

Basic Policy on Corporate Governance

Our Corporate Philosophy

All our activities are based on our corporate philosophy, "Making people's lives healthier, safer and more fulfilling". Following this philosophy, we aim to improve our company's continuous development and mid- and long-term corporate value for all stakeholders, including shareholders.

Basic Idea Regarding Corporate Governance

Based on our fiduciary responsibility to shareholders and our responsibility to stakeholders including clients, employees and local communities, etc. as well as the above corporate philosophy, our company has implemented basically the principles of the Corporate Governance Code and developed this policy with the aim of realizing effective corporate governance.

1. Securing Shareholders' Rights and Equality

(1) We respect shareholders' rights and secure their substantial equality.

(2) We take appropriate steps to improve the environment pertaining to the exercise of rights at the general meeting of shareholders.

(3) If it is judged that listed shares will contribute to the improvement of Olympus group's corporate value in the mid- to long-term, then, upon verifying the economic rationality and the future prospects for the mid- to long-term, we will hold the listed shares. Every year, the Board of Directors will verify the suitability of ownership considering comprehensively the purpose of holding, the benefits associated with holding and the risks, and gradually reduce shares that we judged not to be suitable for possession. In order to exercise shareholders' rights regarding policy shareholdings, we will exercise its voting rights on all agenda items, and from the viewpoint of improving the mid- to long-term corporate value of an enterprise issuing such shares, will consider said enterprise's financial condition and decide appropriately about whether to approve or disapprove each agenda item.

(4) In the case of conducting related party transactions, Olympus and its subsidiaries are required to obtain the approval of the Board of Directors of each company in accordance with the "Job Authority Rules" and any other related rules. Its subsidiaries are required to report to Olympus after obtaining approval from the regional headquarters.

2. Cooperation with Stakeholders other than Shareholders

Under our corporate philosophy, "Making people's lives healthier, safer and more fulfilling." we endeavor to cooperate as appropriate with various stakeholders including employees, clients, business connections, creditors and local communities.

We will present its values regarding appropriate cooperation with stakeholders, respect for their interests, and ethics for sound business activities, and stipulate and implement a code of conduct to be complied with by such members. Specifically, we have formulated the "Corporate Philosophy", "Our Behaviors" and the "Olympus Global Code of Conduct" as a code of conduct for all groups, and have widely disseminated them among all officers and employees who belong to Olympus group.

We promote diversity and inclusion for the entire organization and aim for specialized and sustainable growth by providing opportunities to empower diverse personnel, placing the right person in the right position, irrespective of gender, disability, nationality, or race.

As a supervisor responsible for compliance-related matters, we have appointed a Chief Compliance Officer (CCO). Furthermore, we have established a global contact desk which can be available 24 hours a day in multiple languages for any employees and external stakeholders in addition to local internal compliance-related reporting system in each region, We report the status of use thereof to the Audit Committee regularly and to the Board of Directors as necessary.

3. Complete Information Disclosure and Secured Transparency

Under the basic concept for all corporate activities, our corporate philosophy, "Making people's lives healthier, safer and more fulfilling.", we will disclose corporate information, such as management policy, financial condition, status of business activities and sustainability in a fair, timely, appropriate and active manner for the purpose of obtaining all stakeholders' correct understanding and trust.

4. Basic Concepts on Sustainability Related Initiatives

We identify important ESG areas and important issues (materiality) that should be the focus in our Corporate Strategy and actively implement measures to contribute to the realization of a sustainable society through responsible corporate activities based on our Corporate Philosophy.

5.Responsibility of the Board of Directors, etc.

(1) Role of the Board of Directors

The Board of Directors determines basic management policy, matters related to the internal control system, and other important matters, and supervises directors and executive officers, in the execution of their duties.

(2) Qualification of Directors and Auditors

Having high ethical standards as well as the experience, knowledge and ability required to create mid- to long-term corporate value, our directors spend a sufficient amount of time for the Board of Directors in order to fulfill their own obligations and responsibilities.

(3) Diversity of the Board of Directors

We consider the diversity of the composition of the Board of Directors in terms of internationality, gender, career and age, as well as experience, knowledge and ability, etc.

(4) Scale of the Board of Directors

Based on Olympus group's scale and business lines, we maintain an appropriate number of members, fifteen or fewer persons, as stipulated in the Articles of Incorporation, in order to effectively and efficiently exercise the functions of the Board of Directors.

(5) Independent Outside Director

From the viewpoint of increasing the supervisory functions of the Board of Directors, more than half of the directors are independent outside directors. The independence

standards are set forth by the Nominating Committee.

(6) Chairman of the Board of Directors

For the purpose of securing the supervisory function of the Board of Directors , an independent outside director serves as the chairman of the Board of Directors.

(7) Committees for nomination, compensation and audit

The Board of Directors shall set up a Nominating Committee, Compensation Committee and Audit Committee.

<u>Nominating Committee</u>

- The Nominating Committee shall deliberate matters related to human resources at the director and executive officer level, and shall determine the content of proposals submitted to the General Meeting of Shareholders in relation to the appointment and dismissal of directors.
- The nominating committee consists of three or more committee members selected from among the directors by the Board of Directors, and independent outside directors constitute the absolute majority thereof. An independent outside director serves as the chairman.

<u>Compensation Committee</u>

- The Compensation Committee shall deliberate directors' and executive officers' compensation-related matters, etc., and prescribe policy in relation to determining the details of compensation, etc., and in accordance with the policy, determine the contents of compensation, etc. for individuals.
- The compensation committee consists of three or more committee members selected from among the directors by the Board of Directors, and independent outside directors constitute the absolute majority thereof. An independent outside director serves as the chairman.

<u>Audit Committee</u>

- The Audit Committee shall carry out the following duties.
  1) Auditing the execution of duties by executive officers and directors, and creating audit reports
  2) Determining the content of proposals relating to the appointment, dismissal and non-reappointment of accounting auditors
  3) Other duties prescribed by law or by the Articles of Incorporation, and other matters recognized as necessary by the Audit Committee

- The Audit Committee shall consist of at least three individuals selected from among the directors by the Board of Directors, of whom more than half shall be independent outside directors. The chairman of the committee shall be an independent outside director. Moreover, at least one member shall be an individual who possesses extensive knowledge related to financial and accounting.

(8) Appointment Process of the Directors

The Nominating Committee shall deliberate director candidates while making reference to the selection criteria, hold interviews, and determine the content of proposals

submitted to the General Meeting of Shareholders in relation to the appointment and dismissal of directors.

(9) Fostering and Deciding the CEO's Successor

The Nominating Committee periodically discusses a succession plan for the CEO.
As for determining the successor, the Nominating Committee discusses whether the candidates have qualifications that are suitable for the CEO, and provides opinions and advice to the Board of Directors. Thereafter, the successor is decided by the Board of Directors.

(10) Compensation System

Regarding officers' compensation (directors and executive officers), the basic policy is to provide compensation that is suited to their duties, and to increase the awareness among the officers in order to: "Meet expectations of various stakeholders by aiming to maximize corporate values." Based on said policy, the Compensation Committee focuses on appropriately setting the compensation ratio linked to short and mid- and long-term performance, and decides officers' compensation.

(11) Management of the Board of Directors Meeting

For the purpose of deciding on important matters and supervising business operations, agenda items for, time of, and the frequency of holding the Board of Directors meeting are set in order to facilitate necessary and sufficient discussion. In order to facilitate constructive discussions and the exchange of opinions at the Board of Directors meeting, materials are sent regarding matters to be discussed and matters to be reported at the Board of Directors meeting in consideration of the time required for the attendees to prepare for the Board of Directors meeting. Moreover, the Board of Directors meeting schedule and expected agenda items are prepared in advance.

(12) Assembly for Outside Directors Only

We hold an "Executive Session," which is held after the conclusion of every Board of Directors meeting and an "Opinion Exchange Meeting for Outside Directors," which is held four times a year (once per quarter). These are meetings in which only outside directors can participate. At each meeting, the outside directors aim to share their recognition while extracting management issues and providing feedback on the details to the executive officers.

(13) Evaluation of the Board of Directors Meeting

Every year, the effectiveness of the Board of Directors is analyzed and evaluated including a third party's perspectives, and we aim to improve the effectiveness of the Board of Directors by extracting the issues and aiming for improvements, as necessary. Most importantly, we aim to improve our sustainable growth and medium- to long-term corporate value. An overview of the evaluation result is released.

(14) Information Acquisition and Support System

1) We endeavor to actively provide the directors with information helpful for effectively fulfilling their roles and duties.
2) The outside directors of Olympus may, whenever deemed necessary or appropriate, request an explanation or report from internal directors, executive officers or

employees, or request the submission of internal materials.

3) We are working to stimulate discussions at the Board of Directors, providing outside directors with explanation of agendas in advance and setting opportunities for debate about corporate strategy, as necessary.

4) So that the Nominating Committee, Compensation Committee, Audit Committee and any other committees can execute their duties appropriately, we shall set up an office for each committee. The offices shall be staffed with suitable personnel, etc.

(15) Training for Directors

The directors endeavor to improve themselves including by acquiring and updating, etc. their knowledge in order to fulfill their roles and duties. We provide newly-appointed outside directors with various programs for acquiring knowledge concerning Olympus, including tours to our business office and factory, as well as study groups on our business, etc.

6. Interaction with Shareholders

For the purpose of our continuous development and improvement of mid- to long-term corporate value, the Board of Directors has stipulated and announced the Policy for Improving the System and Initiatives for Promoting Constructive Interactions with Shareholders.

Policy for Improving the System and Initiatives for Promoting Constructive Interactions with Shareholders

1) Basic policy

For the purpose of our continuous development and improvement of mid- to long-term corporate value, we, centering on the CEO and the CFO, actively conduct constructive interactions with shareholders. The IR function assists such initiatives through internal information exchange and improving the system for providing shareholders' opinions as feedback, etc. to the upper management team.

2) Policy for Interactions by the CEO and CFO

The President and the financial officer play a central role in conducting overall interactions with shareholders toward the realization of constructive interactions. Specifically, the CEO and the CFO will proactively establish opportunities for direct interactions with shareholders by conducting the following in addition to individual interviews with shareholders: briefing sessions for every quarterly settlement, small meetings, telephone conferences with overseas investors, domestic and international road shows on a regular basis, and participation in conferences held by securities firms, etc.

3) Policy for IR Activities by the IR Function

By putting the IR function in charge of IR activities, we actively implement IR activities toward solid interactions with shareholders. Specifically, in addition to conducting individual interviews at any time as requested by shareholders, we will regularly implement IR events, such as briefing sessions for individual investors and facility tours. Moreover, we will actively provide information to shareholders through the website, integrated reports, business reports for shareholders and the

Convocation of the General Meeting of Shareholders, etc.

4) Policy for internal information exchange

The IR function, as needed, exchanges information with the Corporate Strategy and Planning, Internal Control, the Treasury, the Accounting, and the Legal Affairs functions etc. on a daily basis, and establishes a project team if necessary, in order to build a coordinated collaboration system. Moreover, the IR function reports shareholders' opinions and concerns obtained from interactions with shareholders centering on institutional investors at the Group Executive Committee as well as the Board of Directors meeting, if necessary. Thereafter, the contents of such opinions and concerns will be discussed.

5) Policy for Insider Information Management when Interacting with Shareholders

In accordance with the "Regulations for Insider Trading Prevention," insider information is strictly managed. When interacting with shareholders, the IR function issues a reminder to the person in charge of the interaction, thereby preventing the divulgence of insider information.

7. Revision and Abolition of this Policy

Revision and abolition of this Policy shall be subject to a resolution of the Board of Directors.

Established June 26, 2015
Revised June 28, 2016
Revised June 19, 2017
Revised May 31, 2018
Revised June 26, 2018
Revised June 25, 2019
Revised July 30, 2020
Revised November 5, 2021

Because What We Do Matters:

Olympus Global Code of Conduct

What we do matters and how we act at work matters. Through these actions, we intend to maintain the trust of our stakeholders. Our Global Code of Conduct explains our unwavering commitment to integrity, our passion for what we do, and our shared standard of excellence. Our Code is designed to help put Our Purpose and Core Values into practice. It serves as our guide to ethical and responsible business conduct, along with local policies and procedures.

Global Code of Conduct

Our Code is available in the following languages here:

- Chinese (Simplified) | 中文（简体） (PDF: 2.5MB)
- Chinese (Traditional) | 中文（繁体） (PDF: 2.4MB)
- Czech | čeština (PDF: 2.1MB)
- English (PDF: 2.2MB)
- French (Canadian) | Français (Canadien) (PDF: 2.1MB)
- French (European) | Français (Européen) (PDF: 2.1MB)
- German | Deutsch (PDF: 2.1MB)
- Italian | Italiano (PDF: 2.1MB)
- Japanese | 日本語 (PDF: 2.4MB)
- Korean | 한국어 (PDF: 2.2MB)
- Polish | Polskie (PDF: 2.1MB)
- Portuguese (Brazilian) | Português (Brasileiro) (PDF: 2.1MB)
- Portuguese (European) | Português (Europeu) (PDF: 2.0MB)
- Russian | русский (PDF: 2.1MB)
- Spanish (European) | Espanol (Europeo) (PDF: 2.1MB)
- Spanish (Mexican) | Espanol (Mexicano) (PDF: 2.1MB)
- Thai | ภาษาไทย (PDF: 2.2MB)
- Vietnamese | Tiếng việt nam (PDF: 2.2MB)

Whistleblowing System

Olympus Corporation and all Olympus Group companies abide by the laws, regulations and ethics standards in each industry. In April 2019, Olympus launched Global Whistleblowing Desk "Integrity Line" on top of current External Reception Desk and Internal Reception Desk. Please make use of these 3 reception desks when you get to know the inappropriate actions or questionable conducts.

Integrity Line (Global Operation Desk)

Integrity Line is operated by an independent company. This global desk is designed for all employees and Olympus business partners, who can report in confidence. Anyone may report anonymously, except where specifically prohibited by local laws. Special technology incorporated in the system guarantees no traceability in both web reporting and telephone.

Operation time	:	24 hours/day, 365 days/year
Web reporting	:	http://olympus.ethicspoint.com (multi-languages)
Telephone	:	free dial 0120-929-973 (select 1 for Japanese, select 2 for English or others) *Other dial numbers outside Japan can be found at Olympus regional homepages.

External Reception Desk (Independent law firm in Japan)

Operation time	:	9:30-17:30 of business day
Email	:	yohamabe@ybb.ne.jp
Telephone	:	03-5272-8156 (switchboard)
Fax	:	03-5272-8163
Post	:	1-1-7 Nishi-Waseda, Shinjuku-ku, 169-0051 Waseda Univ. Legal Clinic Attention: Yoichiro Hamabe, Esq

Internal Reception Desk (OT Group Compliance Japan)

Operation time	:	8:45-17:30 of business day
Email	:	JP-Compliance-Helpline@olympus.com

Global Standards:
What Olympus Expects of Third Parties

These Global Standards ("Global Standards") have been designed to provide guidance to our third parties on the fundamental values, principles, and standards of behavior which Olympus expects whenever a third party is engaged by or on behalf of the Olympus Group. We consider our third parties to be our partners in business and we expect the same high standard of integrity from them that we expect from our employees and managers.

Third Party: A third party is any external company, organization or individual, not owned, controlled, or employed by an Olympus Group company that Olympus has hired or intends to contract to provide goods or services or engage in business activities with or on behalf of an Olympus Group company.

The Global Standards are available through the following links:

- Arabic | العربية (PDF: 7.4MB)
- Chinese (Simplified) | 中文（简体） (PDF: 3.9MB)
- Chinese (Traditional) | 中文（繁体） (PDF: 7.5MB)
- Czech | čeština (PDF: 7.4MB)
- English (PDF: 4.8MB)
- French (Canadian) | Français (Canadien) (PDF: 3.8MB)
- French (European) | Français (Européen) (PDF: 3.8MB)
- German | Deutsch (PDF: 5.1MB)
- Italian | Italiano (PDF: 3.8MB)
- Japanese | 日本語 (PDF: 7.5MB)
- Korean | 한국어 (PDF: 7.4MB)
- Polish | Polskie (PDF: 7.3MB)
- Portuguese (Brazilian) | Português (Brasileiro) (PDF: 21.5MB)
- Portuguese (European) | Português (Europeu) (PDF: 7.4MB)
- Russian | русский (PDF: 7.4MB)
- Spanish (European) | Espanol (Europeo) (PDF: 7.3MB)
- Spanish (Mexican) | Espanol (Mexicano) (PDF: 7.3MB)
- Thai | ภาษาไทย (PDF: 3.9MB)
- Vietnamese | Tiếng việt nam (PDF: 7.4MB)

Olympus Group Tax Policy

Introduction

Our Corporate Philosophy and Global Code of Conduct set out the legal and ethical principles that we apply to our business and defines our relationships with all of our stakeholders, which includes tax authorities. Our Corporate Philosophy, “Our Core Values”, includes Empathy and Integrity. We earn trust and empathy with patients, customers, healthcare professionals, authorities and the communities with integrity in all aspects of our operations, and “Our Core Values” governs the way we operate our business.

Group Tax Policy

This Group Tax Policy outlines the principles of how Olympus people are expected to operate with respect to tax matters. The Policy is set out in detail below.

1. Compliance with laws, rules and regulations

Olympus is committed to observing all applicable tax laws, rules, regulations, and reporting and disclosure requirements, wherever there is a requirement to do so as a result of our business presence and transactions, in line with “Our Core Values”, “Integrity”, as described in the Corporate Philosophy and Global Code of Conduct.
A dedicated tax function (Group Tax) collaborates with the Group’s businesses to provide advice and guidance necessary to ensure compliance, obtaining external advice where necessary. There are clear management responsibilities, backed up by regular monitoring and review, carried out by members of Group Tax with the necessary experience and skill set and where necessary support is provided by external professional advisors.

2. Consistency with Group strategy

Tax decisions are made at all times in a manner which is consistent with and complements the Group’s overall business strategy. Key business decisions are made cognisant of the tax consequences. Group Tax partners with the businesses to ensure there is consistency.

3. Governance, Assurance and Tax Risk Management

Responsibility and accountability for the Group’s tax affairs is clearly defined in accordance with a Tax Responsibility Matrix, and decisions are taken at an appropriate level, determined by formal Group Delegation of Authority including Board approval.
Diligent professional care and judgement are employed to assess tax risks in order to arrive at well-reasoned conclusions on how the risks should be managed. Olympus has a conservative approach to tax risks and seeks to mitigate tax risks as far as possible. Where there is uncertainty as to the application or interpretation of tax law, appropriate written advice evidencing the facts, risks and conclusions may be taken from third party advisers to support the decision-making process.
In reviewing the risks of a tax action or decision, the following would be considered

- The legal and fiduciary duties of directors,
- The requirements of our Group compliance and ethics policies,
- The maintenance of corporate reputation, having particular regard to the principles regarding the way we interact with the stakeholders around us, embodied in the Group’s approach to the stakeholders as described in the Corporate Philosophy of Olympus, “Empathy”,
- The tax benefits and impact on the Group’s reported result comparative to the potential financial costs involved, including the risk of penalties and interest,
- The wider consequences, as a double taxation where a specific income is taxed by multiple countries, of potential disagreement with tax authorities, and any possible impact on relationships with them.

Group Tax employs various risk management processes and systems to provide assurance that the requirements of the Group Tax Policy are being met. This includes compliance and risk monitoring systems and internal audit reviews of tax compliance activity across the Group.

4. Relationships with tax authorities

Olympus is committed to the principles of openness and transparency in its approach to dealing with tax authorities wherever we operate around the world. Where there is uncertainty as to the application or interpretation of tax law, we secure certainty by consultation with advance information disclosure. All dealings with the tax authorities and other relevant bodies are conducted in a collaborative, courteous and timely manner. The aim would be to strive for early agreement on disputed matters, and to achieve certainty wherever possible.

5. Tax Planning

Olympus pays its fair share of taxes in the countries where it operates, and considers this a part of its contribution to community. Olympus does not undertake aggressive tax planning or artificial tax arrangements such as profit allocation to law tax jurisdictions or tax haven and restructuring scheme without economic reason for tax avoidance. Olympus maintains and follows a transfer pricing policy that is based on OECD Transfer Pricing Guidelines and the Base Erosion and Profit Shifting (“BEPS”) Action Plan which is the international framework to prevent cross-border tax avoidance activities. Also, Olympus applies intragroup transaction pricing, or Transfer Pricing, which complies with the Arm’s Length Principle. In particular, Olympus adhere to the principle that profits should accrue where economic value is created and that tax follows business reality and is underpinned by business substance.

6. Incentives and reliefs

Olympus believes that it should pay the amounts of tax legally due in any territory. There will, however, be circumstances where this amount may not be clearly defined, or where alternative approaches may result in differing tax outcomes. The Group uses its best judgement in determining the appropriate course of action, using available reliefs and incentives where possible for tax cost optimization.

Olympus Group guidelines covering the prevention of bribery

The Olympus Group does business throughout the world and seeks to earn and maintain the respect and trust of all of our stakeholders - patients, physicians, customers, governments and shareholders. Olympus expects that each and every one of our employees act in a manner that is consistent with law, Olympus policies and our values. We also expect and require that third parties who act on Olympus' behalf operate in the same manner.

Olympus has developed policies, procedures and training on key issues, such as the prevention of bribery and the support of fair competition to help assure that we provide our employees with the tools to meet these expectations. We encourage all our employees to speak up and share any concerns they might have. We will continue to hold ourselves to high standards but are always working to improve, so that we can meet or exceed high expectations. The Guideline below summarizes our approach. We invite you to support these efforts, and let us know if we have areas in which we can improve.

Olympus welcomes any reporting of concerns about unethical or unlawful conduct directly to Olympus Compliance Department, which can be reached directly via email at compliance@olympus.com. Company policy prohibits retaliation against any individual for reporting concerns to the above mentioned email in good faith.

Eva Gardyan-Eisenlohr
Chief Compliance Officer
Olympus Corporation

1. Background

At Olympus, all our activities are based on our corporate philosophy of "Making people's lives healthier, safer and more fulfilling." Following this philosophy, Olympus affirms its commitment to carrying out responsible actions underpinned by a strong sense of ethics, in addition to strict compliance with laws.

Olympus does not tolerate bribery for the purpose of obtaining illicit benefits or unfair business advantages. In addition, Olympus does not engage in any actions that could be perceived as bribery of any of its business partners, including public officials.

As a signatory to the United Nations Global Compact, Olympus is significantly increasing its efforts to ensure that the Compact's ten principles, including the introduction of practical anti-corruption measures, the protection of human rights, the elimination of unfair labour practices and the management of environmental issues are met.

2. Objective

This guideline summarizes Olympus' approach to the prevention of bribery and corruption. We ask that you familiarize yourself with this approach, which takes into account various anti-bribery laws and regulations both in and outside of Japan, and conduct your business activities accordingly to ensure that all actions that constitute or could be suspected to constitute bribery or corruption are prevented.

Please note that the anti-bribery laws and regulations referred to herein include the following statutes, international conventions, ministerial orders and regulations from both in and outside of Japan. As the laws of some non-Japanese jurisdictions, including those of the United States and the United Kingdom, have extraterritorial ramifications, a number of Japan-based companies doing business globally are required to comply with them as well.

1. Japan: Unfair Competition Prevention Act (Article 18)
2. U.S.: Foreign Corrupt Practices Act (FCPA)
3. U.K.: UK Bribery Act 2010
4. Equivalent statutes that are based on or concern for the OECD Convention on Combating Bribery of Foreign Public Officials in International Business Transactions

3. Olympus' Approach to the Prevention of Bribery and Corruption

Olympus has set forth internal rules applicable to its Group companies in order to ensure compliance with all anti-bribery laws and regulations.

Prohibition of any acts considered to be bribery with regards to:

(1) Public Officials

The provision, acceptance or promises of and demands for money or other undue favours, and the proposal or authorization of the provision or acceptance thereof to or from public officials or any persons equivalent thereto ("Public Officials") with the intention of influencing their actions or decisions taken or made as part of their duties for the purpose of obtaining illicit benefits are prohibited. Public Officials include domestic or foreign public officials, international public organizations, political parties and members thereof, candidates for any public office and all persons who are potentially regarded as public officials.

(2) Non "Public Officials"

The provision, acceptance or promises of and demands for money or other undue favours and proposals and the authorization of the provision or acceptance thereof with the intention of influencing the recipient's actions or decisions for the purpose of obtaining illicit benefits are prohibited.

Prohibition of bribe acceptance

Money or other undue favours given with the intention of inappropriately influencing corporate or business decisions or business execution of Olympus are not given, accepted, promised, demanded, proposed or authorized.

◊ Definitions:

Definition of Bribery

Bribery refers to the offering, giving, soliciting, or receiving of any item of value as a means of influencing the actions of an individual holding a public or legal duty, in other words, the giving of something of value to someone with the intent of obtaining undue favourable treatment from the recipient.

Forms of Bribery

Money and other undue favours including all cash and cash equivalents, gifts, services, employment, loans, travel expense payments, food and beverages, entertainment and hospitality, including invitations to athletic events, political and charitable contributions, subsidies, per diem allowances, sponsorships, rewards and all other favours or forms of value given under any pretext that benefits the recipient. Note that money and other undue favours, however negligible the amount may be considered bribes and are therefore regulated.
The indirect provision of money or other undue favours through your business partners, customers, agents and intermediaries ("Third Parties") is also prohibited.

Public Officials

"Public Officials" are, whether foreign or domestic, any government employee; a political candidate or party official; a representative of a government-owned/majority-controlled organization; a representative carrying out public services; an employee of a public international organization. This term also refers to immediate family members of the public official, such as spouse, dependent child, or dependent household member, of the above-mentioned individuals.

4. Our Request to You:

We at Olympus vigilantly enforce our anti-bribery policy. We hereby request that you develop a full understanding of the Olympus Approach to the Prevention of Bribery presented above and adhere to the same principles when dealing with Third Parties. To fully ensure that this objective is met, we ask you to take the following steps when contracting or dealing with a Third Party in connection with the performance of your contractual obligations to Olympus.

(1) Due diligence on Third Parties:

When contracting with your business partners, you are requested to conduct a preliminary review on your business partners to preclude any possibility of bribes being exchanged or any similar acts to be committed through such Third Parties.

(2) Anti-bribery provisions in contracts:

Your contracts with Third Parties must include anti-bribery provisions in clauses addressing representations, record-keeping, the right to audit, record control and maintenance, and contract termination, etc.

(3) In-house education:

Please educate all directors and employees of your organization about anti-bribery and corruption regulations to ensure that they will not commit any action that constitutes bribery or be suspected of giving or receiving bribes in any situation. In particular, your directors and employees should be aware that a violation can lead to serious consequences for your organization, including termination of business contracts, fines, and even criminal or civil charges pressed against the individuals responsible.

(4) Monitoring and audits:

We request that you keep track of the progress made in your efforts to prevent Third Parties from offering or accepting bribes and monitor the state of compliance by your organization with regard to your internal rules. Additionally, periodic audits must be conducted to verify the effectiveness and appropriateness of such efforts.

(5) Record keeping:

Please maintain accurate books and records for all your business transaction related to Olympus.

Established on April 1, 2015

Disclosure Policy

Olympus's corporate philosophy states "making people's lives healthier, safer and more fulfilling," and serves as the fundamental idea for all its corporate activities. To this end and in order to gain proper understanding and confidence of all the stakeholders, Olympus shall disclose its management policies, business activities, non-financial and other corporate information in a fair, timely, appropriate and proactive manner.

1.Information Disclosure Standards

In disclosing its information, Olympus shall comply with the laws and the Financial Instruments Exchange rules, and shall disclose information in compliance therewith. Olympus shall also proactively disclose those information which may have a material impact on its corporate value evaluation in accordance with the Article 27-36 of the Financial Instruments and Exchange Act (so-called "Fair Disclosure Rules") and the Internal Information Disclosure Criteria regardless whether such disclosure is not required by the laws or the rules.

2.Method for Information Disclosure

Olympus shall disclosure information, as required by the Timely Disclosure Rules of the Tokyo Stock Exchange, will be disclosed through the Timely Disclosure network (TDnet) of the Tokyo Stock Exchange in general. Such information will then immediately be posted on our website. Furthermore, any information not required by the laws or the rules will be disclosed through a press release or via the website.

3.Handling of Undisclosed Material Information

If any non-public material information is disclosed only to certain third parties and is considered that may have a significant impact on the corporate value evaluation of Olympus, Olympus shall immediately disclose such information.

4.Quiet Period

In order to prevent any divulgation of financial closing information, the period from the end date of financial closing until the date of announcement of financial results shall be set as a "quiet period," during which officers and employees shall refrain from making comments or answering questions that relates to financial results. Provided, however, the same shall not apply in the case where any event subject to Timely Disclosure occurs or if the actual financial results materially diverges from the forecast, Olympus Shall disclosure such information as required by the Timely Disclosure Rules of the Tokyo Stock Exchange.

Applicable Scope

The Information Disclosure Policy of Olympus is applicable to all Olympus group companies.

The Ethics Committee

In conducting medical research involving human subjects, we check the ethical and scientific appropriateness of the research through the Ethics Committee, which is composed of experts. To enhance the transparency of the Committee, we disclose its rules, membership list and the minutes of its meetings to the public.

Payments to Healthcare Professionals and Healthcare Organizations

The Olympus Group pledges not only to comply with laws and regulations, but also to uphold high ethical standards, and to ensure that all management and employees consider “what is right” and act responsibly. We will ensure the spirit of compliance at all times and will not tolerate any conduct that violates laws, regulations, social norms, or internal rules. In our relationships with medical institutions, we follow these ethical standards and conduct activities based on local guidelines to ensure that society at large understands that we conduct our corporate activities based on fair and appropriate judgment.

Japan

- Transparency Guidelines
- Information on funding to medical institutions and healthcare professionals, etc., can be found here
- Inquiries regarding transparency guidelines may be made here

Americas

- Information on funding to medical institutions and healthcare professionals, etc., can be found here

Olympus Group Information Security Policy

All our activities are based on our corporate philosophy, "Making people's lives healthier, safer and more fulfilling". Following this philosophy, The Olympus Group appropriately protects and manages all the information and our information systems we handle ("Information assets"), as well as customer information on our products and services while making proactive use of them and will continuously review and improve these activities.

1. Compliance with Laws and Regulations

We will comply with the laws, regulations, and contractual duties related to information security in all countries and regions where we operate.

2. Management and Protection of Information

We will manage and protect the information assets (customer and internal) appropriately in our business activities. We will also implement measures to prevent the inappropriate use (e.g., violation of laws and regulations related information security) of these assets detrimental to Olympus and any acts that might decrease the value of the assets, such as falsification, destruction, leakage and abuse.

3. Establishment of an Information Security Organization Structure

To ensure the appropriate management and protection of our information security related the Olympus Group business, we will establish an information security organization structure led by Chief Information Security Officer (CISO) and clarify the related responsibilities.
We will make effort to manage and establish information security under the global governance structure that should comprehensively covers Olympus every regions and functions (product, IT, data protection, and so on) initiated by CISO, and fulfill accountability to our stakeholders.

4. Establishment of Rules

We will establish the in-house rules to clarify the measures to be implemented to ensure information security. We will also revise these rules, processes and controls continuously.

5. Education

We will increase information security awareness among all affiliates and provide them with necessary education and training on information security.

6. Emergency Responses

We will work to prevent information security-related incidents. If an information security incident occurs, we will make prompt responses to it and implement measures to prevent the reoccurrence of similar problems.
We will implement countermeasures promptly, not to spread the impact of accidents, such as information sharing with authorities or information disclosure for customers.

Internal Control System

Basic Policy on the Internal Control System

Our basic policy on the internal control system is as follows:

- Revised date : March 24, 2023 (PDF: 142.8KB)

Olympus Group Risk Management and Crisis Response Policy

Olympus Group will, in order to realize the “Basic Management Policy”, conduct global risk management activities to identify and assess the risks that might affect the achievement of its group management objectives, and take prompt and appropriate actions to minimize any crisis and damage and to recover its business, in the event that a risk materializes.

1. Basic Purpose

The basic purposes of this policy are as follows.

(a) To secure the safety of customers, regional residents, officers, employees and their families

(b) To keep the managerial resources intact and ensure the continuity of business

(c) To improve the quality of business management and increase the corporate value

(d) To ensure the stable and continued supply of medical products and services

2. Action Guidelines

(1) We respond to stakeholders’ expectation by managing risks integrally on a company-wide basis, and through responses implemented with sufficient consideration for social demand and/or change.

(2) We incorporate risk management into our day-to-day global business activities.

(3) We integrate risk management consciousness throughout our organizations and members, and continuously increase our risk response ability, through global risk management activities.

(4) We take prompt, responsible actions prioritizing human life and safety in case of emergency.

(5) We make every effort to recover business promptly based on the basic philosophy “Continuity of Medical Front Line”, in the event that business disruption occurs in an emergency.

3. Establishment of a Risk Management System

We will establish a risk management system and a crisis response system on a global basis and clarify the related responsibilities in order to ensure conducting risk mitigation activities and making appropriate management and responses in case of emergencies.

4. Establishment of Rules

We will establish the in-house rules and manuals to clarify the measures to be implemented, in order to ensure the Company is conducting appropriate risk mitigation activities and making appropriate responses in case of emergencies.

5. Establishment of Process/Operation

In order to achieve the Basic Purpose as described in this policy, we will take any measures to improve the effectiveness of risk management and crisis response by checking their development status and examining countermeasures through necessary education, training and monitoring, so that each organization and all personnel in the Group will be able to act appropriately in line with the Action Guidelines.

Handling of Personal Information

Olympus* recognizes the importance of protecting personal information in the network society and believes that it is Olympus's social responsibility to protect personal information thoroughly. Olympus will handle personal information properly in accordance with the below "Olympus group personal information protection policy".

*"Olympus" in the context of "handling of personal information" carries the meaning of Olympus and its group companies.

Issue date 1 April 2022

Latest revision: 1 April 2023

Olympus Group personal Information protection policy

1.Implementation of internal measures

Olympus has implemented internal measures to protect all personal information. All Olympus directors and employees receive training and communication accordingly. To ensure proper implementation of necessary measures to protect personal information, inspections are conducted on a regular basis.

2.Proper Handling of Information

Olympus will acquire personal information only within the scope necessary and informs the principal about the purpose of use at the time of collection. In addition, Olympus handles personal information only within the scope necessary and will respond to a principal's request for disclosure, rectification, deletion or cease of use of his or her personal information swiftly to and to a reasonable extent. Furthermore, Olympus handles specific personal information only within the scope permitted by law.

3.Limitation of Disclosure and Provision of Personal Information to Third Parties

Unless consent of the principal is obtained, or otherwise permitted by law, Olympus will not disclose or otherwise provide retained personal information to third parties.
Furthermore, unless permitted by law, Olympus will not disclose or provide specific personal information to any third party, regardless of whether the principal's consent has been obtained or not.
In cases in which Olympus is outsourcing a business activity, Olympus will enter into a contract with the outsourcing partner that includes obligations to properly handle personal information. In addition, Olympus will perform sufficient supervision and instructions towards the outsourcing partner.

4.Ensuring Accuracy and Safety

Olympus strives to maintain accurate and up-to-date retained personal information and takes appropriate security measures against risks such as unauthorized access to personal information, loss, destruction and falsification, and leakage of personal information.

5.Compliance with Laws and Regulations, and Continuous Improvements

Olympus obeys to laws, regulations, and standards applicable to the protection of personal information, and strives to review and make continuous improvements to the above-mentioned measures.

Declarations as stipulated in the Act on the Protection of Personal Information

Olympus hereby declares the following information as stipulated in the Act on the Protection of Personal Information.

1. Personal information handling business operators

Personal information handling business operators	Address	Representative
Olympus Corporation	Shinjuku Monolith, 2-3-1 Nishi-Shinjuku, Shinjuku-ku, Tokyo 163-0914	Stefan Kaufmann
Olympus Medical Systems Corp.	2951 Ishikawa-machi, Hachioji-shi, Tokyo 192-8507	Tomohisa Sakurai
Olympus Marketing Corp.	Shinjuku Monolith, 2-3-1 Nishi-Shinjuku, Shinjuku-ku, Tokyo 163-0914	Koji Ando
Nagano Olympus Co., Ltd.	6666 Inatomi, Tatsuno-machi, Kamiina-gun, Nagano 399-0495	Tatsuya Honda
Aizu Olympus Co., Ltd.	3-1-1 Niiderakita, Aizuwakamatsu-shi, Fukushima 965-8520	Kenji Matsuoka
Aomori Olympus Co., Ltd.	2-248-1 Okkonoki, Kuroishi-shi, Aomori 036-0357	Tomoaki Kabayama
Shirakawa Olympus Co., Ltd.	3-1 Oaza-Odakura-Aza-Okamiyama, Nishigo-mura, Nishishirakawa-gun, Fukushima 961-8061	Kenichi Katagiri
TmediX Corporation	Shinjuku Monolith, 2-3-1 Nishi-Shinjuku, Shinjuku-ku, Tokyo 163-0914	Keisuke Fujii
Olympus Digital System Design Corp.	8F Nihon-Seimei Tachikawa Bldg., 2-20-5 Akebono-cho, Tachikawa-shi, Tokyo 190–0012	Mitsuhiko Saito
Olympus Terumo Biomaterials Corp.	Daiwa Sasazuka Tower, 1-50-1 Sasazuka, Shibuya-ku, Tokyo 151-0073	Manabu Ishikawa
Olympus-Supportmate Corp.	2951 Ishikawa-machi, Hachioji-shi, Tokyo 192-8507	Kumi Tatsuta

2. Utilization purpose of personal information

Olympus will utilize acquired personal information for the purposes stated below.

In cases where, by means of contract or other notifications, we have specified separate utilization purposes, said utilization purposes will take precedence over those stated below.

Regardless of the utilization purposes stated below, there might be further utilization cases to the extent laws permits.

Subject to acquisition	Utilization purpose
(1) Personal information of customers and medical personnel	◆ Provision of information related to arrangement and shipment of products and services ◆ Sales of products, their repair and maintenance and inspection as well as provision of after sales services, management of inquiries ◆ Notification and performance of seminars, academic conferences, exhibitions, events, contests, campaigns, trainings, and other activities hosted, co-hosted or sponsored by an Olympus Group company or in which Olympus has a display or is giving a presentation ◆ Planning, research, development and marketing of products ◆ Access control and access history management of facilities managed by Olympus ◆ Performance of negotiations, meetings and other communications with customers ◆ Handling and documentation of all inquiries, requests for materials and other customer services ◆ Handling of all payment procedures ◆ Performance of investigations and documentation, as well as reports to government institutions as required by law and other legal ordinances.
(2) Personal information of business partners' and legal entities' affiliated personnel	◆ Performance of negotiations, meetings, communication and other interactions with business partners as well as provision of information thereto ◆ Performance of business operations commissioned to Olympus by business partners ◆ Invoicing and management of business affairs between Olympus and business partners ◆ Access control and access history management of facilities managed by Olympus

Subject to acquisition	Utilization purpose
	◆ History management of education provided by Olympus ◆ Performance of investigations and documentation, as well as reports to government institutions as required by law and other legal ordinances.
(3) Personal information of shareholders	◆ Exercise of rights and obligations under corporate law ◆ Provision of benefits to the shareholder in accordance with his/her position as a shareholder ◆ Performance of measures to maintain a smooth the relationship between the shareholders and Olympus, in terms of the members of the association and the association itself ◆ Performance of shareholder management as stipulated by law, such as management of shareholders, preparation of shareholder data etc.
(4) Personal information of job applicants (incl. interns)	◆ Selection of candidates, provision of information and interview results ◆ Performing operations related to the recruitment process ◆ Management of recruitment operations
(5) Personal information of directors and employees (incl. their families and relatives, and retirees)	◆ Business-related communication and procedures ◆ Communication with corporate health insurance associations, corporate pension funds and labor unions, as well as Among Olympus group companies ◆ Performance of investigations and documentation, as well as reports to government institutions as required by law and other legal ordinances. ◆ Operations related to human resources and labour management ◆ Further utilization as stipulated in internal policies.
(6) Personal information patients	◆ Performance of investigations and documentation, as well as reports to government institutions as required by law and other legal ordinances.

3. Provision of personal information to third parties

Except for the instances stated below, Olympus will not share any personal information with third parties.

- Consent has been provided by the individual
- The information is provided to contractors or other parties to the extent necessary to achieve the utilization purposes
- Mergers or other cases of business succession
- Joint utilization as stipulated in chapter “4. Joint utilization of personal information”
- In urgent cases that require the protection of the life, body, or property of an individual, as well as other cases permitted by the Act on the Protection of Personal Information (APPI)
- To the extent permitted by other laws and regulations

Supervision of entrusted parties (outsourcing)

In cases where business activities are entrusted to other parties, Olympus ensures sufficient supervision and instructions, incl. conclusion of contracts that stipulate the appropriate handling of personal information.

Provision of personal information to foreign countries

Personal information acquired by Olympus might be processed by Olympus or entrusted parties in other countries or regions such as Europe, America, China, etc.
In such cases, privacy regulations of the specific country or region will apply. For an evaluation of privacy regulations, kindly refer to the official website of the Personal Information Protection Commission website (Japanese only).
In cases where Olympus provides personal information to Olympus or entrusted parties outside of Japan, Olympus will implement sufficient measures to protect personal information to the extent required by Japanese and foreign privacy law.

4. Joint utilization of personal information

(1) Olympus

Olympus might jointly utilize acquired personal information with other Olympus group entities.

(a) Categories of personal information utilized jointly

Examples include name and contact information (company name, department name, job title, address, telephone number, fax number, e-mail address, purchase history, inquiry and request history) etc.

* When sharing personal information other than the above, the principal will be separately notified either directly or in the form of an announcement.

(b) Scope of joint utilization

All Olympus group entities

(c) Utilization purpose

To fulfill the services provided to individuals and to fulfill the purposes that have been notified or published.

(d) Entity responsible for joint utilization

Olympus Corporation
（For the representative and address, kindly refer to chapter “1. Personal information business handling operators”）

(2) Corporate health insurance association, corporate pension funds and Labor unions

(a) Categories of personal information utilized jointly

Personal information of employees, retirees and their family members (e.g., employee number, name, sex, birth date, date of employment, department, employment status, personnel treatment data necessary for labor-management consultations) in the possession of each party, as well as other data necessary for the achievement of the utilization purposes.

(b) Scope of joint utilization

Information shall be jointly utilized among corporate health insurance associations, corporate pension funds and labor unions.

(c) Utilization purpose

- Appropriate management of employees, retirees and their families
- Communication, notification and provision of information to the individual
- Use as basic data for labor-management affairs (negotiations) on wages and other labor conditions of the individual
- Smooth implementation of appropriate measures among joint parties in the event of disasters or emergencies relating to Olympus or the individual
- Performance of practical operations relating to welfare programs offered by joint parties

(d) Entity responsible for joint utilization

Olympus Corporation
（For the representative and address, kindly refer to chapter “1. Personal information business handling operators”）

(3) Nihon Ultmarc Inc.

Olympus Corporation, Olympus Marketing Corporation, Olympus Terumo Biomaterials Corporation and TmediX Corporation handle the "Medical Database (MDB)", a database of basic information on healthcare professionals and medical institutions nationwide provided by Nihon Ultmarc Inc., jointly with certain healthcare-related companies.

Please refer to Nihon Ultmarc's website for the utilization purpose of personal information and other details.

> 個人情報の共同利用について | 株式会社日本アルトマーク / Nihon Ultmarc INC.

5. Technical and organizational security measures

Establishment of basic policy

- For handling personal information appropriately, Olympus established a basic policy including topics such as “implementation of an internal system”, “proper handling information”, “limitation of disclosure and provision of personal information to third parties”, “ensuring accuracy and safety”, “compliance with laws and regulations, and continuous improvements”.

Establishment of rules for handling personal information

- Olympus has established a policy covering stages and performance of activities such as acquisition, use, storage, provision, deletion/disposure of personal information. Relevant managers in charge are stipulated as well.

Organizational security control measures

- Olympus appointed a responsible staff/managers in charge of supervising the handling personal information Roles and responsibilities are clearly defined.
- Olympus has implemented appropriate processes to promptly respond to (potential) incidents.
- Olympus has established measures to ensure transparency over data processing activities.
- Olympus periodically checks the status of handling personal information.

Personnel-related security measures

- Olympus regularly educates the directors and the employees on security control measures related to protection of personal information.
- Regular communication as well as events and campaigns to promote awareness.
- Items related to the confidentiality of personal information are stipulated in internal rules etc.

Physical security control measures

- Appropriate access control is implemented for employees in areas where personal information is handled.
- When carrying personal information, encryption and password protection are used to prevent leakage etc.
- When documents or electronic media containing personal information are disposed of, they are done so in a manner that makes them unrecoverable.
- Deployment of security personnel to protect premises

Technical security control measures

- Access controls are in place to limit the access to personal information only persons necessary.
- Olympus has established measures to protect personal information handling systems from unauthorized access and malicious software.

Security control measures for entrusted parties

- Rules in place for selection of adequate parties that handle personal information.
- Contracts etc. in place between Olympus and entrusted parties that stipulate handling of personal information based on Olympus standards.

6. Disclosure of personal information

Olympus is ready to respond to individuals' requests (incl. such, filed by the principal's agent) for disclosure※1 of the individuals retained personal information.
For individuals who have registered through any websites, there might already be an inquiry function that can be used to make the request directly via that website.

※1 Disclosure etc. includes: disclosure, rectification, addition, deletion, cease of use, erasure, cease of third-party provision of the principal's personal information, disclosure of records of third party provision, and notification of purpose of use.

Request form	Kindly download the form below and fill in the necessary information. › Disclosure etc. request form(Only requests regarding utilization purpose and disclosure require a fee) (PDF: 222.5KB)

Documents to submit	1. Disclosure request form 2. Identification for verification that the Personal Information in question does indeed pertain to the individual who is making said request　(Either (1) or (2) must be provided) ① Copy of a valid drivers' license or a valid passport: One copy ② Copy of pension card or health insurance card together with certificate of residence: One set 3. Fee (Only requests regarding utilization purpose and disclosure) 1,600 Yen / company (in fix-amount postal money order)
Requests via agent	If the demand is filed by an agent, the following must be submitted, in addition to the documents specified in (1) through (3) above: 1. For agents with Power of Attorney: Documents providing evidence that the party making the request has Power of Attorney from the person to whom the personal information relates (Both (1) and (2) below must be submitted). ① Power of Attorney (with the seal of the grantor): 1x ② Certificate of a Grantor incl. seal: 1x 2. For statutory agent: Document providing evidence that the said agent is legally entitled to represent the individual in question: 1x
Address	Personal Information Inquiry Desk HR HRIS operations site operation & planning Olympus Corporation Shinjuku Monolith, 2-3-1 Nishi-Shinjuku Shinjuku-ku, Tokyo 163-0914
Disclaimer	◆ Kindly send the request/documents via a method that is tracable. ◆ After all necessary processes at Olympus have been performed, a reply will be made via registered mail or e-mail. Olympus will reply within three weeks upon receival of the request. In cases that take more time, Olympus will inform the individual. ◆ For requests regarding the utilization purpose and disclosure of personal information, kindly enclose 1,600 Yen in the envelope (fix-amount postal money order). (1,600 Yen per request) ◆ Only fix-amount/postal money order is accepted ◆ In cases where Olympus may legally not be able to handle your request or where no retained personal information exist, the individual will be informed via e-mail or post. (Kindly understand that the fee will not be refunded). ◆ In cases of lack of information on part of the requestee, Olympus will contact said individual. If no further reply was received within 1 month thereof, the request will be dismissed. ◆ The personal information received in relation to the request will only be used to fulfill said request and not returned.

7. Provision of anonymously processed information

Olympus will utilize anonymously processed information as stipulated in the Act on the Protection of Personal Information and other guidelines and laws for the purposes of promotion and extension of health/life expectancy.

Provision of anonymously processed information

Provided information that incl. categories related to individuals	Provision method	Entities providing anonymously processed information
◆ Patient-related information（age, gender） ◆ Information regarding the surgery (disease name, surgical method, duration of surgery, and the amount of intraoperative blood loss. However, disease name and surgical procedures that can identify specific individuals are not included) ◆ Information regarding the physician who performs the surgery (Years of experience, certified physician or not etc. However, physician name and facility name are not included)	Password-encrypted digital files, shared via portable device or highly encrypted cloud storage.	Olympus Corporation Olympus Medical Systems Corp.

Provided information that incl. categories related to individuals	Provision method	Entities providing anonymously processed information
◆ Video information of and related to recordings endoscopic surgery		
◆ Endoscopic images, names of internal organs, lesions, organ cleansing, past treatments, pathological results ◆ Physician's observations regarding specific lesions	Highly encrypted secure storage	Olympus Medical Systems Corp.
◆ Endoscopic images, names of internal organs, lesions, organ cleansing, past treatments, pathological results ◆ Physician's observations regarding specific lesions	Password-encrypted digital files, shared via portable device or highly encrypted cloud storage.	Olympus Medical Systems Corp.

8. Inquires on handling of personal information

Any inquiries regarding Olympus' handling of personal information or anonymously processed information can be sent to the e-mail address below:

privacy@olympus.com

※ Any personal information provided by the individual in relation to the inquiry will only be used by Olympus to the extent needed to fulfill the request.

9. Other information

Olympus may have additional stipulations within a specific business activity or services.
Olympus may change or amend the policy for "Handling of Personal Information" in accordance with any changes of the Act on the Protection of Personal Information, including any of the above publications or processes, without prior notice.

10. Change history

Date	Content changed
1 April 2023	◆ Adjustment of representatives due to corporate changes. ◆ Adjustments regarding the provision of personal information to third parties without consent. Also, information on cross-border transfers and security measures for entrusted parties have been added. ◆ Additions to technical and organizational measures. ◆ Addition of current provision of anonymously processed information. ◆ Change to one single e-mail address for inquires. ◆ General overhaul for easier readability. ◆ Merged contents from prior recruiting page with this page. ◆ Change log created and published as of 1st April 2023.
1 April 2022	Addition of addresses of the personal information handling business operators as well as names of their representatives as stipulated in the latest revision of the APPI. Addition of technical and organizational security measures as stipulated in the latest revision of the APPI.

Independent Assurance Report

Mr. Stefan Kaufmann
Director, Representative Executive Officer, President and CEO
Olympus Corporation

We, SOCOTEC Certification Japan (hereafter "SOCOTEC"), have performed a limited assurance engagement, in response to the entrustment from Olympus Corporation (hereafter "the Company") in order to provide an opinion as to whether the subject matter information ("FY2023 GHG Emissions / Energy consumption / Water consumption / Waste generated / Social data Calculation Report" (period: 1 April 2022 to 31 March 2023)) of the Company meets the criteria in all material respects.

1 Subject Matter Information and Criteria

The subject matter information for our assurance is "a report on Environmental Data and Social Data (shown in APPENDIX)" covering the operations and activities of the Company and its consolidated companies in Japan and overseas (10 domestic subsidiaries and 19 overseas subsidiaries) described in "FY2023 GHG Emissions / Energy consumption / Water consumption / Waste generated / Social data Calculation Report" (period: 1 April 2022 to 31 March 2023).

The criteria for preparing subject matter information is "FY2023 GHG Emissions / Energy consumption / Water consumption / Waste generated / Social data Calculation Rules".

2 Management Responsibility

"FY2023 GHG Emissions / Energy consumption / Water consumption /Waste generated / Social data Calculation Report" (period: 1 April 2022 to 31 March 2023) was prepared by the management of the Company, who is responsible for the integrity of the assertions, statements, and claims made therein (including the assertions over which we have been engaged to provide limited assurance), the collection, quantification and presentation of all data and information in the report, and applied criteria, analysis and publication.

The management of the Company is responsible for maintaining adequate records and internal controls that are designed to support the reporting process and ensure that "FY2023 GHG Emissions / Energy consumption / Water consumption / Waste generated / Social data Calculation Report" (period: 1 April 2022 to 31 March 2023) is free from material misstatement whether intentional or negligent.

3 Assurance Practitioner's Responsibility

The responsibility of SOCOTEC is to express a limited assurance conclusion as to whether the subject matter information has been prepared in compliance with the criteria in all material respects.

SOCOTEC performed limited assurance engagement in accordance with the verification procedures stipulated by SOCOTEC and "ISO14064-3: Specification with guidance for the verification and validation of greenhouse gas statements" and the International Standard on Assurance Engagements (ISAE) 3000 (Revised), "Assurance Engagements Other than Audits or Reviews of Historical Financial Information" of International Auditing and Assurance Standards Board (IAASB).

The procedures implemented in the limited assurance engagement are limited in their type, timing and scope as compared to the procedures implemented in the reasonable assurance engagement. As a result, our limited assurance engagement does not provide as high assurance as reasonable assurance engagement.

Our procedures performed depend on the assurance professional practitioner's judgement, including the risk of material misstatement, whether due to fraud or error. Our conclusion was not designed to provide assurance on internal controls.

We believe that we have obtained the evidence to provide a basis for the conclusion for limited assurance.

4 Assurance Procedures

The procedures that SOCOTEC has conducted are based on professional judgment and include, but are not limited to:

- Evaluation of policies and procedures created by the Company in relation to subject matter information
- Questions to the Company personnel to understand the above policies and procedures
- Verification that the target project meets eligibility requirements
- Matching with the basis data by trial calculation and recalculation
- Obtaining and collating material for important assumptions and other data
- We visited Headquarters, Hachioji Facility Technology Development Center Ishikawa and Shirakawa Facility of the Company in order to confirm the calculation structure and procedures, data collection and implementation status of record control.

5 Statement of Our Independence, Quality Control and Competence

SOCOTEC has introduced and maintained a comprehensive management system that conforms to the accreditation requirements of "ISO17021 Conformity assessment -- Requirements for bodies providing audit and certification of management systems". In addition, we have also established a management system according to "ISO14065 Greenhouse gases -- Requirements for greenhouse gas validation and verification bodies for use in accreditation or other forms of recognition". These meet the requirements of International Standard on Quality Control 1 by the International Auditing and Assurance Standards Board and Code of Ethics for Professional Accountants by International Ethics Standards Board for Accountants. We maintain a comprehensive quality control system that includes ethical rules, professional standards and documented policies and procedures for compliance with applicable laws and regulations.

The SOCOTEC Group is a comprehensive third-party organisation in inspection, testing and certification operations, and conducts management system certification services and training services related to quality, environment, labour and information security in countries around the world. Engaged in performance data and sustainability report assurance of environmental and social information, SOCOTEC affirms that it is independent of the organisation that has ordered the assurance engagement, its affiliated companies, and stakeholders, and that there is no possibility of impairing impartiality or conflict of interest.

We assure that the team engaged in the assurance is selected based on knowledge, experience in the relevant industry, and the competence requirements for this assurance engagement.

6 Use of Report

Our responsibility in performing our limited assurance activities is to the management of the company only in accordance with the terms for this engagement as agreed with the Company. We do not therefore assume any responsibility for any other purpose or to any other person or organisation.

7 Our Conclusion

On the basis of our procedures performed and evidence obtained nothing has come to our attention that causes us to believe that the subject matter information is not, in all material respects, prepared and reported in accordance with the stated criteria.

SOCOTEC Certification Japan

S. Futaba

Seigo Futaba
Managing Director
21 July 2023

Environmental Data and Social Data

【Environmental Data】

Table 1 Resource/Energy input

Item	Figure	Unit
Electricity (Purchased electricity excluding Green electricity)	37,515	MWh
City gas	5,322	1000m^3
LPG	1,360	ton
LNG	0	ton
Heavy fuel oil	200	kL
Kerosene	32	kL
Diesel fuel	814	kL
Gasoline	3,956	kL
Hot water	1,512	GJ
District heat	2,280	MWh
Green electricity	95,488	MWh
Solar power [internal]	620	MWh
Solar heat [internal]	382	GJ

Table 2 Breakdown of Internal Energy Consumption

Item		Figure	Unit
Direct	City gas	66,728	MWh
	LPG	19,187	MWh
	LNG	0	MWh
	Heavy fuel oil	2,167	MWh
	Kerosene	326	MWh
	Diesel fuel	8,521	MWh
	Gasoline	38,018	MWh
	Subtotal	134,947	MWh
Indirect	Electricity (Purchased electricity excluding Green electricity)	37,515	MWh
	Hot water	571	MWh
	District heat	2,280	MWh
	Green electricity	95,488	MWh
	Solar power [internal]	620	MWh
	Solar heat [internal]	106	MWh
	Subtotal	136,580	MWh
Total		271,527	MWh

Table 3 Renewable Energy Consumption

Item	Figure	Unit
Renewable Energy	96,214	MWh

Table 4 Greenhouse gases

Item	Figure	Unit
CO2 generated from energy (Market-based method)	46,338	t-CO2e
CO2 not generated from energy	3	t-CO2e
Total	46,341	t-CO2e

Table 5 CO2 Emissions (Scope 1, 2)

Item		Figure	Unit
Scope1		27,967	t-CO2e
Scope2	Market-based method	18,374	t-CO2e
	Location-based method	54,553	t-CO2e
Subtotal	Scope 1+2 (Market-based method)	46,341	t-CO2e
	Scope 1+2 (Location-based method)	82,520	t-CO2e
Scope3		659,891	t-CO2e
Total	Scope 1+2 (Market-based method)+3	706,232	t-CO2e
	Scope 1+2 (Location-based method)+3	742,411	t-CO2e

Table 6 CO2 Emissions (Scope 3)

Category	Figure	Unit
1. Purchased goods and services	407,989	t-CO2e
2. Capital goods	110,253	t-CO2e
3. Fuel and energy related activities (not included in Scope 1, Scope 2)	15,727	t-CO2e
4. Upstream transportation and distribution	50,543	t-CO2e
5. Waste generated in operations	3,880	t-CO2e
6. Business travel	11,733	t-CO2e
7. Employee commuting	11,966	t-CO2e
11. Use of sold products	23,243	t-CO2e
12. End-of-life treatment of sold products	24,557	t-CO2e

Table 7 Waste emissions/Landfill

Item	Figure	Unit
Waste emissions (Total)	5,311	ton
Amount recycled	4,362	ton
Other waste	949	ton
Landfill	220	ton
Hazardous waste discharged	207	ton

Table 8 Water consumption

Item	Figure	Unit
Total	707	1000 m^3
Piped water	336	1000 m^3
Groundwater	371	1000 m^3

【Social Data】

<Occupational Safety and Health>

Table 9 Number of Lost Time Injuries

Country/Region	Figure	Unit
Japan	6	Cases
Americas	2	Cases
Europe	19	Cases
Asia/Oceania	5	Cases
Total	32	Cases

Table 10 Number of Fatalities

Country/Region	Figure	Unit
Japan	0	Cases
Americas	0	Cases
Europe	0	Cases
Asia/Oceania	0	Cases
Total	0	Cases

Table 11 Lost Time Injuries (of one day or more) Frequency Rate [LTIFR]

Country/Region	Figure
Japan	0.29
Americas	0.21
Europe	1.54
Asia/Oceania	0.62
Total	0.63

GRI Content Index

Statement of use	The Olympus Group has reported the information cited in this GRI content index for the period [FY2023: April 1, 2022-March 31, 2023] with reference to the GRI Standards. The report contains some information outside this period.
GRI 1 used	GRI 1: Foundation 2021

GRI Standard	Disclosure	Location
GRI 2: General Disclosures 2021		
1. The organization and its reporting practices		
2-1	Organizational details	> Consolidated Company Outline Worldwide Office Locations
2-2	Entities included in the organization's sustainability reporting	> Financial Results Fiscal Year Ended Mar. 31, 2023 > Editorial Policy > Worldwide Office Locations
2-3	Reporting period, frequency and contact point	> Editorial Policy
2-4	Restatements of information	-
2-5	External assurance	> Independent Assurance Statement (PDF: 2.0MB) > External Evaluation
2. Activities and workers		
2-6	Activities, value chain and other business relationships	> Our Business Fields > Consolidated Company Outline > Worldwide Office Locations > Financial Results Fiscal Year Ended Mar. 31, 2023 > ESG Data > Procurement
2-7	Employees	> ESG Data
2-8	Workers who are not employees	> ESG Data
3. Governance		
2-9	Governance structure and composition	> Corporate Governance Structure > Corporate Governance Report (PDF: 1.3MB)
2-10	Nomination and selection of the highest governance body	> Board of Directors > Basic Policy on Corporate Governance (PDF: 98.9KB)
2-11	Chair of the highest governance body	> Corporate Governance Structure > Board of Directors
2-12	Role of the highest governance body in overseeing the management of impacts	> Corporate Governance Report (PDF: 1.3MB) > Basic Concept and Governance System > Environmental Policy and Strategy > Risk Management System > Board of Directors > Evaluation of effectiveness of the Board of Directors
2-13	Delegation of responsibility for managing impacts	> Basic Concept and Governance System > Corporate Governance Structure

		> Directors and Executive Officers
2-14	Role of the highest governance body in sustainability reporting	> Basic Concept and Governance System
2-15	Conflicts of interest	> Corporate Governance Report (PDF: 1.3MB) > General Meeting of Shareholders > Basic Policy on Corporate Governance (PDF: 1.3MB) > Securities Report
2-16	Communication of critical concerns	> Risk Management System > Corporate Governance Structure
2-17	Collective knowledge of the highest governance body	> Corporate Governance Report (PDF: 1.3MB)
2-18	Evaluation of the performance of the highest governance body	> Corporate Governance Report (PDF: 1.3MB)
2-19	Remuneration policies	> Corporate Governance Report (PDF: 1.3MB) > Basic Concept and Governance System > Environmental Policy and Strategy
2-20	Process to determine remuneration	> Corporate Governance Report (PDF: 1.3MB)
2-21	Annual total compensation ratio	-
4. Strategy, policies and practices		
2-22	Statement on sustainable development strategy	> Message from Management
2-23	Policy commitments	> Olympus Group Corporate Philosophy > Olympus Global Code of Conduct > Environmental Policy and Strategy > Human Rights Policy > Human Rights > Risk Management System
2-24	Embedding policy commitments	> Corporate Governance Structure > Basic Concept and Governance System > Compliance > Human Rights > Procurement
2-25	Processes to remediate negative impacts	> Compliance > Whistleblowing System
2-26	Mechanisms for seeking advice and raising concerns	> Compliance > Whistleblowing System
2-27	Compliance with laws and regulations	> Environmental Policy and Strategy > Compliance > Information Security
2-28	Membership associations	> Participating in the Medical Industry Organizations
2-29	Approach to stakeholder engagement	> Communication with Stakeholders
2-30	Collective bargaining agreements	> Labor Relations
GRI 3 ：Material Topics 2021		
3-1	Process to determin material topics	> ESG Strategy > Editorial Policy
3-2	List of material topics	> ESG Strategy

3-3	Management of material topics	> ESG Strategy > Elevating the standard of care > Compliance > Olympus Global Quality Policy > Olympus Group Procurement Policy > Diversity, Equity and Inclusion > Environmental Policy and Strategy > Corporate Governance
200 Economic		
Economic Performance		
GRI 201:Economic Performance 2016		
201-1	Direct economic value generated and distributed	> Financial Results (Fiscal Year Ended Mar. 31, 2023)
201-2	Financial implications and other risks and opportunities due to climate change	> Environmental Policy and Strategy
201-3	Defined benefit plan obligations and other retirement plans	> Securities Report
201-4	Financial assistance received from government	> Securities Report
Market Presence		
GRI 202: Market Presence 2016		
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	-
202-2	Proportion of senior management hired from the local community	-
Indirect Economic Impacts		
GRI 203: Indirect Economic Impacts 2016		
203-1	Infrastructure investments and services supported	-
203-2	Significant indirect economic impacts	-
Procurement Practices		
GRI 204: Procurement Practices 2016		
204-1	Proportion of spending on local suppliers	-
Anti-corruption		
GRI 205: Anti-corruption 2016		
205-1	Operations assessed for risks related to corruption	-
205-2	Communication and training about anti-corruption policies and procedures	> Anti-Corruption
205-3	Confirmed incidents of corruption and actions taken	-
Anti-competitive Behavior		
GRI 206: Anti-competitive Behavior 2016		
206-1	Legal actions for anti- competitive behavior, anti- trust,and monopoly practices	> Compliance
Tax		
GRI 207: Tax 2019		
207-1	Approach to tax	> Olympus Group Tax Policy
207-2	Tax governance, control, and risk management	> Olympus Group Tax Policy
207-3	Stakeholder engagement and management of concerns related to tax	> Olympus Group Tax Policy
207-4	Country-by-country reporting	-

300 Environmental		
Materials		
GRI 301: Materials 2016		
301-1	Materials used by weight or volume	> Reduce Environmental Impacts > ESG Data
301-2	Recycled input materials used	> Reduce Environmental Impacts > ESG Data
301-3	Reclaimed products and their packaging materials	-
Energy		
GRI 302: Energy 2016		
302-1	Energy consumption within the organization	> Reduce Environmental Impact > ESG Data
302-2	Energy consumption outside of the organization	-
302-3	Energy intensity	-
302-4	Reduction of energy consumption	> Reduce Environmental Impact > ESG Data
302-5	Reductions in energy requirements of products and services	-
Water		
GRI 303: Water 2018		
303-1	Interactions with water as a shared resource	> Environmental Policy and Strategy > Reduce Environmental Impact
303-2	Management of water discharge- related impacts	> Environmental Policy and Strategy > Reduce Environmental Impact
303-3	Water withdrawal	> Environmental Policy and Strategy > Reduce Environmental Impact
303-4	Water discharge	> Reduce Environmental Impact > ESG Data
303-5	Water consumption	-
Biodiversity		
GRI 304: Biodiversity 2016		
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside	-
304-2	Significant impacts of activities, products, and services on biodiversity	-
304-3	Habitats protected or restored	-
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	-
Emissions		
GRI 305: Emissions 2016		
305-1	Direct (Scope1) GHG emissions	> Reduce Environmental Impact > ESG Data
305-2	Energy indirect (Scope2) GHG emissions	> Reduce Environmental Impact > ESG Data
305-3	Other indirect (Scope3) GHG emissions	> ESG Data

305-4	GHG emissions intensity	> Reduce Environmental Impact > ESG Data
305-5	Reduction of GHG emissions	> Reduce Environmental Impact
305-6	Emissions of ozone-depleting substances (ODS)	-
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	> Reduce Environmental Impact > ESG Data
Effluents and Waste		
GRI 306: Effluents and Waste 2016		
306-1	Water discharge by quality and destination	-
306-2	Waste by type and disposal method	> Reduce Environmental Impact
306-3	Significant spills	> ESG Data
306-4	Transport of hazardous waste	-
306-5	Water bodies affected by water discharges and/or runoff	-
Environmental Compliance		
GRI 307: Environmental Compliance 2016		
307-1	Non-compliance with environmental laws and regulations	> Environmental Policy and Strategy
Supplier Environmental Assessment		
GRI 308: Supplier Environmental Assessment 2016		
308-1	New suppliers that were screened using environmental criteria	> Procurement
308-2	Negative environmental impacts in the supply chain and actions taken	> Procurement > Environmental Policy and Strategy
400 Social		
Employment		
GRI 401: Employment 2016		
401-1	New employee hires and employee turnover	> ESG Data
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	-
401-3	Parental leave	> Diversity, Equity and Inclusion > ESG Data
Labor/Management Relations		
GRI 402: Labor/Management Relations 2016		
402-1	Minimum notice periods regarding operational changes	-
Occupational Health and Safety		
GRI 403: Occupational Health and Safety 2018		
403-1	Occupational health and safety management system	> Occupational Safety and Health
403-2	Hazard identification, risk assessment, and incident investigation	> Occupational Safety and Health
403-3	Occupational health services	> Health Management and Better-Health Promotion
403-4	Worker participation, consultation, and communication on occupational health and safety	-
403-5	Worker training on occupational health and safety	> Occupational Safety and Health
403-6	Promotion of worker health	> Health Management and Better-Health Promotion

403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	> Occupational Safety and Health
403-8	Workers covered by an occupational health and safety management system	> Occupational Safety and Health
403-9	Work-related injuries	> Occupational Safety and Health > ESG Data
403-10	Work-related ill health	> Occupational Safety and Health > ESG Data
Training and Education		
GRI 404: Training and Education 2016		
404-1	Average hours of training per year per employee	-
404-2	Programs for upgrading employee skills and transition assistance programs	> Employee Development
404-3	Percentage of employees receiving regular performance and career development reviews	-
Diversity and Equal Opportunity		
GRI 405: Diversity and Equal Opportunity 2016		
405-1	Diversity of governance bodies and employees	> Securities Report > Diversity, Equity and Inclusion > ESG Data
405-2	Ratio of basic salary and remuneration of women to men	> Securities Report
Non-discrimination		
GRI 406: Non-discrimination 2016		
406-1	Incidents of discrimination and corrective actions taken	-
Freedom of Association and Collective Bargaining		
GRI 407: Freedom of Association and Collective Bargaining 2016		
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	> Procurement > Human Rights
Child Labor		
GRI 408: Child Labor 2016		
408-1	Operations and suppliers at significant risk for incidents of child labor	> Procurement > Human Rights
Forced or Compulsory Labor		
GRI 409: Forced or Compulsory Labor 2016		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	> Procurement > Human Rights
Security Practices		
GRI 410: Security Practices 2016		
410-1	Security personnel trained in human rights policies or procedures	-
Rights of Indigenous Peoples		
GRI 411: Rights of Indigenous Peoples 2016		
411-1	Incidents of violations involving rights of indigenous peoples	-
Human Rights Assessment		
GRI 412: Human Rights Assessment 2016		
412-1	Operations that have been subject to human rights reviews	> Human Rights

	or impact assessments	
412-2	Employee training on human rights policies or procedures	> Human Rights
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	-
Local Communities		
GRI 413: Local Communities 2016		
413-1	Operations with local community engagement, impact assessments, and development programs	-
413-2	Operations with significant actual and potential negative impacts on local communities	-
Supplier Social Assessment		
GRI 414: Supplier Social Assessment 2016		
414-1	New suppliers that were screened using social criteria	> Global Standards:What Olympus Expects of Third Parties (PDF: 4.8MB)
414-2	Negative social impacts in the supply chain and actions taken	> Procurement
Public Policy		
GRI 415: Public Policy 2016		
415-1	Political contributions	-
Customer Health and Safety		
GRI 416: Customer Health and Safety 2016		
416-1	Assessment of the health and safety impacts of product and service categories	> Product Responsibility
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	-
Marketing and Labeling		
GRI 417: Marketing and Labeling 2016		
417-1	Requirements for product and service information and labeling	-
417-2	Incidents of non-compliance concerning product and service information and labeling	-
417-3	Incidents of non-compliance concerning marketing communications	-
Customer Privacy		
GRI 418: Customer Privacy 2016		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	> Information Security
Socioeconomic Compliance		
GRI 419: Socioeconomic Compliance 2016		
419-1	Non-compliance with laws and regulations in the social and economic area	> Compliance