

**OLYMPUS**

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**True to Life**



# At Olympus Our Purpose is making people's lives healthier, safer and more fulfilling.

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This is our story.

For more than 100 years, our efforts at Olympus have focused on making people's lives better. We are passionate about the medical technologies and solutions that we bring to the world that help detect and treat disease. We're invested in great ideas that serve you and the vibrant communities around us.

# Olympus is a Globally Leading Medtech Company



**32,000+**  
Employees Worldwide



**100**  
Diseases or Conditions Treated



**Top 3 Cancers Treated**  
Lung, Colorectum, and Stomach



**\$6.5 bn**  
Annual Revenue



**Top 100**  
Global Innovator



**17,000**  
Patents



**CO2“0”**  
Net Zero CO<sub>2</sub> Emissions  
by 2030



# Our Core Values

Our Core Values are shared among all global Olympus employees and are reflected in everything we do at Olympus. We approach all of our work with integrity, empathy, agility, a long-term view, and a sense of unity.



# Medical Technologies

As a leading medical technology company, Olympus' Medical business uses innovative capabilities in medical technology and precision manufacturing to deliver advanced diagnostic, therapeutic, and minimally invasive procedures to healthcare professionals. Our solutions can help improve clinical outcomes, reduce overall costs, and enhance the quality of life for patients.

Olympus' Medical portfolio includes endoscopes, laparoscopes, and video imaging systems, as well as surgical energy devices, system integration solutions, medical services, and a wide range of endotherapy instruments for endoscopic and therapeutic applications. For more information, visit [medical.olympusamerica.com](https://medical.olympusamerica.com).

[Gastroenterology](#) / [Pulmonology](#) / [Urology](#) / [Gynecology](#) / [General Surgery](#) / [Bariatric Surgery](#) / [Colorectal Surgery](#) / [Orthopedics](#) / [Pediatrics](#) / [Thoracoscopy](#) / [Anesthesiology](#) / [Otorhinolaryngology \(ENT\)](#) / [Integration](#) / [Head and Neck](#) / [HPB](#)



“ THIS IS A SECOND CHANCE AT LIFE.”

– LUCIE  
SPIRATION® VALVE RECIPIENT

As a Spiration® Valve recipient, Lucie was able to reduce her emphysema symptoms and restore her quality of life.

Visit [svs.olympusamerica.com](https://svs.olympusamerica.com) to view Lucie's full story.

# Olympus is taking a proactive approach to ESG and actively strengthening our efforts via various initiatives.

We believe we can further contribute to building a more sustainable society.



## Environment

Climate Change | Carbon Neutrality  
Circular Economy | GHG Emissions  
Water & Waste Management



## Social

Human Rights | Workplace Safety  
Diversity, Equality & Inclusion  
Healthcare Access and Outcome



## Governance

Corporate Risk Management  
Management Structure | Reporting Transparency  
Board Structure and Diversity



**We recognize that employees play the largest role in our success, and every day, we're committed to ensuring their health, happiness, and career development.**

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Healthcare and Financial Benefits | Wellness Programs  
Employee Perks | Diversity, Equity & Inclusion Programs  
Community Involvement | Work-life Integration  
Learning and Development Programs



# Community Involvement

## Partnerships

We are passionate about making a meaningful impact in our communities by engaging in national and site-specific community partnership programs. Through our local partnerships, we focus on select charitable initiatives in each of our corporate locations where we can drive impact through financial support, volunteer hours, and donation drives. This allows us to build meaningful partnerships and directly address the most important needs of each organization.

## Corporate Diversity Partnerships

We also proudly partner with organizations that advance D&I initiatives.



## Diversity & Inclusion Areas of Focus

We focus on these three pillars in the work that we do to advance our company along our Diversity & Inclusion journey.



**Build a Diverse Workforce**



**Cultivate & Support an Inclusive Culture**



**Ongoing Leadership Engagement**

## Employee Initiated Giving

At Olympus, social responsibility means community involvement. It means caring about our friends and neighbors. It means giving back locally and giving back on a nationwide scale. We work to help support people in need within the communities we call home by focusing on select nonprofit groups located near our corporate locations. This allows us to build meaningful community partnerships and make sure that we are addressing the needs of the organizations our employees most wish to support.

### Workday Volunteering

Employees can use up to 16 paid work hours a year to volunteer with their favorite nonprofits through Olympus partnerships with local organizations.

### Double Your Dollars for Charity

Employees can double their charitable impact—we match employee donations to qualified nonprofits dollar for dollar.

### Dollars for Doers

When employees volunteer non-work time to qualified nonprofits, we contribute \$10 for every hour they serve.



Olympus helps support people in need within the communities we call home by focusing on select nonprofit groups located near our corporate locations.

## Community Drives & Fundraising

Every year, we provide thousands of school supplies and hundreds of backpacks to kids in need as part of Olympus Back to School Drives. We also collect thousands of pounds of food during our food drives and donate thousands of holiday gifts as part of our annual Giving Trees. Hundreds of Olympus employees also participate in fundraising walk challenges as well as the Movember Challenge, which raises awareness around men's health.

## Charitable Giving

At Olympus, we are true to our communities, true to our employees, and true to our world. Our philanthropic endeavors at Olympus enable us to demonstrate meaningful support for charitable and civic activities in the communities where our employees live and work and positively impact our core business areas. Through ongoing engagement with our employees and valued stakeholders, Olympus develops targeted initiatives designed to maximize our positive impact in support of our current corporate focus areas.



At Olympus, employees are supported and encouraged to be actively involved in the communities where we live and work.

**Staying true to people means staying true to our employees, who play the largest role in our success.**

We are committed to establishing a company culture founded on our Core Values of Integrity, Empathy, Long-Term View, Agility, and Unity.



We remain true to our mission of making a meaningful impact in the communities we serve with our community partnership programs.

## Employee Testimonials



“

Since joining Olympus five years ago, I have had the opportunity to work in an international and culturally diverse environment. I feel very proud to work for a company that makes a difference in people's lives every day and truly believes their employees are their greatest asset. This is a very exciting time to be working at Olympus as we're transitioning into a more global organization. I take pride in working for a company who sets the standard for Integrity, Empathy, Unity, Agility and Long Term View.”

**Magda Rico** | Miami, Florida



“

Working within Olympus' industrial business, it is inspiring to see just how significantly and positively our company can impact people's lives. Whether it is smarter cars, longer lasting batteries, better mobile phones, or faster computers, the work we do aids in the development and advancement of the technologies people use every day. We have been a leader in this business for our entire 100-year history, and will continue to be for the years to come.”

**Douglas Kennedy** | Field Employee



“

The moment I walked through the doors at Olympus for the first time, I felt welcomed and included. I joined Olympus during Black History Month, and it was immediately apparent how the company's Diversity & Inclusion program went above and beyond to bring all employees together. The African American Colleague Affinity Network (CAN) had set up enormous banners at my location featuring African American inventors and innovators who contributed to the medical, industrial and imaging industries. Initiatives like these are what give me a strong sense of pride and appreciation working for Olympus.”

**Tanisha Heard** | Center Valley, PA



“

At Olympus Canada, we know we are strongest when we work together as a team. I have seen our Core Value of Unity be put into practice time and time again and it means a lot to work for a company which holds every employee accountable to adhere to these values and fosters an engaging workplace culture that is collaborative instead of competitive. This had led to us being recognized as one of Greater Toronto's Top Employers for consecutive years now, and we take pride in that achievement!”

**Russell Blackburn** | Richmond Hill, ON

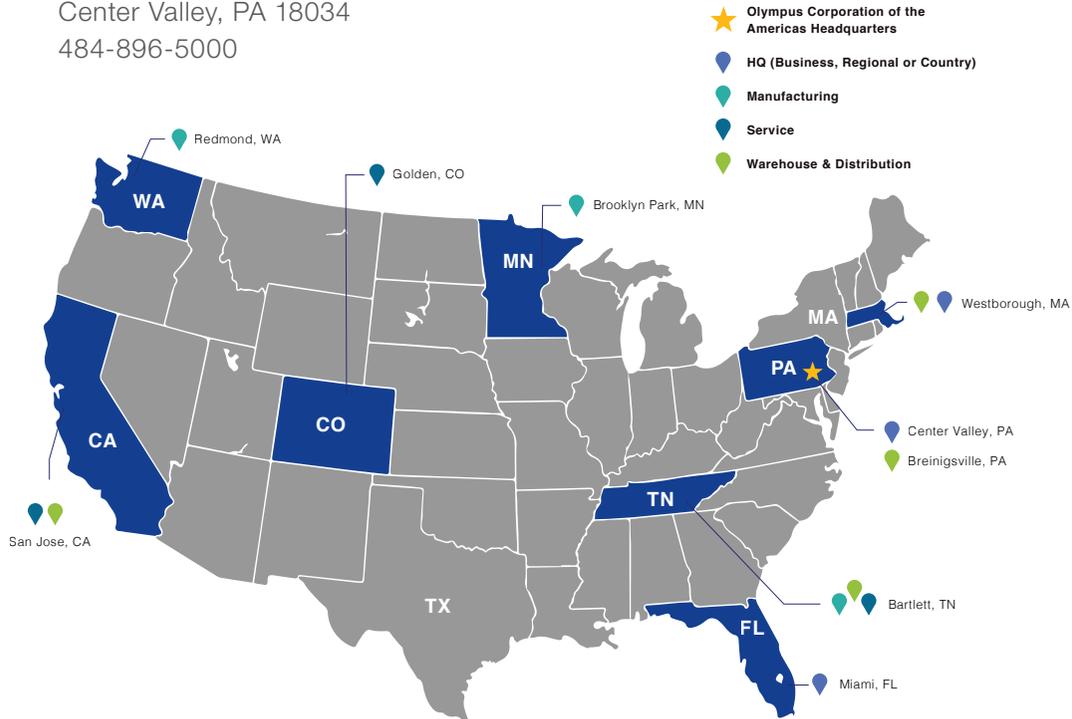
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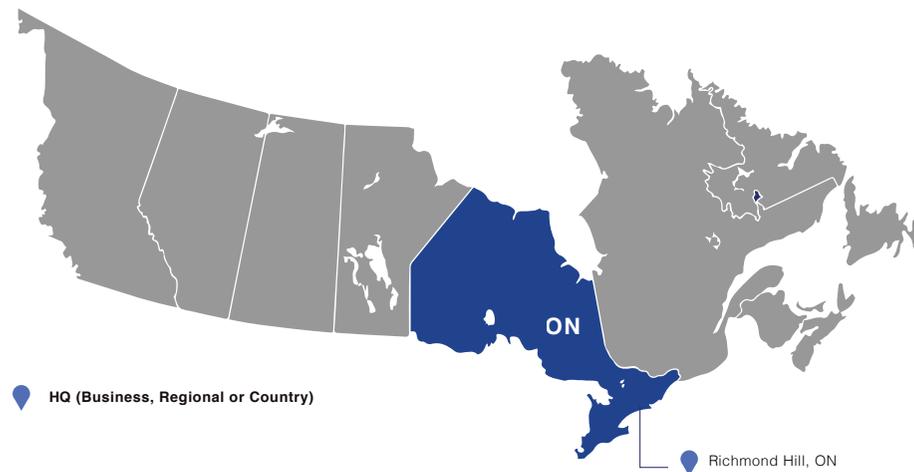
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