

OLYMPUS

True to Life



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

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 and scientific solutions that we bring to the world. Our innovative optical and digital solutions help detect and treat disease, further scientific research, and ensure public safety. We're invested in great ideas that serve you and the vibrant communities around us.

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.



INTEGRITY

We are trustworthy
and act in good faith



EMPATHY

We care about all
of our stakeholders



UNITY

We are strongest
when we work
together as a team

OUR CORE VALUES



AGILITY

We challenge the status
quo with open minds,
focus and speed



LONG-TERM VIEW

We look beyond the
present to deliver
future value

Medical Technologies

As a leading medical technology company, our Medical business uses innovative capabilities in medical technology, therapeutic intervention, and precision manufacturing 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. 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.

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



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 to view Lucie's full story.

A close-up, profile view of a man with a grey beard looking through the eyepiece of a black and grey Olympus IX81 microscope. The background is a laboratory with a computer monitor displaying a colorful image, possibly a biological specimen, under blue and purple lighting. The overall scene is dimly lit, emphasizing the man's focus on his work.

“

OUR LONG-TERM MISSION IS TO HELP PEOPLE WHO ARE LOSING THEIR HEARING OR HAVE LOST THEIR HEARING TO HEAR AGAIN.”

JAMES HUDSPETH, M.D., PH.D.
LABORATORY OF SENSORY
NEUROSCIENCE
THE ROCKEFELLER
UNIVERSITY, NYC

OLYMPUS
IX81

Life Sciences

Olympus has manufactured microscopes since the company's founding in 1919. Today, our Life Sciences business is dedicated to meeting and exceeding the evolving needs and expectations of life science professionals through a comprehensive range of clinical research, educational, and high-end research microscopes and microscope systems. For more information, visit www.olympus-lifescience.com.

Clinical, Educational and Research Microscopes and Systems

On April 1, 2022, the Life Science Solutions business transitioned to Evident Corporation, a wholly owned subsidiary of Olympus.

Left: Dr. James Hudspeth has made it his life's work to study and understand hearing at a molecular level. The majority of human hearing loss is caused by damage to sensory hair cells that reside within the inner ear. Learning how these cells work, and whether they can be regenerated, is a potential means of someday being able to reverse deafness.

Visit truetolife.com to view Dr. Hudspeth's full story.

Industrial Solutions

Olympus' Industrial Solutions range from industrial microscopes and videoscopes to nondestructive testing technology and x-ray analyzers. These products are widely used for quality control, inspection, and measurement applications. Serving customers in fields such as manufacturing, maintenance, and environment and natural resources, Olympus technology contributes to the quality of products and adds to the safety of industrial infrastructure and facilities. For more information, visit www.olympus-ims.com.

[Nondestructive Testing Products / Analytical Instruments / Remote Visual Inspection Products](#)

On April 1, 2022, the Industrial Solutions businesses transitioned to Evident Corporation, a wholly owned subsidiary of Olympus.



“

I WANT PEOPLE
TO KNOW THAT
OLYMPUS PROVIDES
PRODUCTS THAT
ACTUALLY **MAKE**
THE WORLD A
SAFER PLACE.”

KAREN SMITH
OLYMPUS EMPLOYEE

Quality products and safety are imperative. That is what motivates Karen to get up every day and work at Olympus.

Visit [truetolife.com](https://www.truetolife.com) to view Karen's full story.

Diversity & Inclusion

At Olympus we are committed to being True to Inclusion. We value the diversity that each of our colleagues brings to the organization and we strive to assure that everyone feels they are treated respectfully and fairly, are valued, have a voice and sense of acceptance and belonging, and are confident and inspired.

Olympus is also proud of its Colleague Affinity Networks (CANs) – groups that focus on creating a more inclusive workplace to enable all individuals to fully contribute and thrive. CANs accomplish this by supporting our business objectives through education, awareness, and building networks of people and resources throughout the organization.

- African American
- Asian
- Emerging Professionals
- Hispanic-Latino
- Interabilities
- Interfaith
- LGBTQ
- Women's
- Veterans

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

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.



The Diversity, Equity +
Inclusion Collaborative



Your business partner
for disability inclusion.



WORKPLACE ADVOCATES



MedTechColor



**WOUNDED WARRIOR
PROJECT**



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

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.



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

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.



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

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.

Employee Testimonials



“ Working for Olympus has given me a great sense of pride – a sense of belonging to something bigger in life than me. It is reassuring to know that I can make a difference every single day in the lives of others and the world around me. The company offers an enjoyable and engaging workplace with wonderful colleagues from all over the world. When I come to work, I feel like I am home.”

– Crystal Kafarski (Center Valley, PA)



“ 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)



“ 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, FL)



“ 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)

Employee Testimonials



“ Every day that I drive into work, I feel thankful and honored to know that I work for a company like Olympus – not only because of the work I do, but also because of the people I work with. I can honestly say that I work with the very finest people. I am in awe of my teammates’ dedication, experience, and hard work, and it is comforting to know that they will always put patients’ needs first. I count my employment at Olympus as one of my best life blessings!”

– Susan Oliver (Center Valley, PA)



“ 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)



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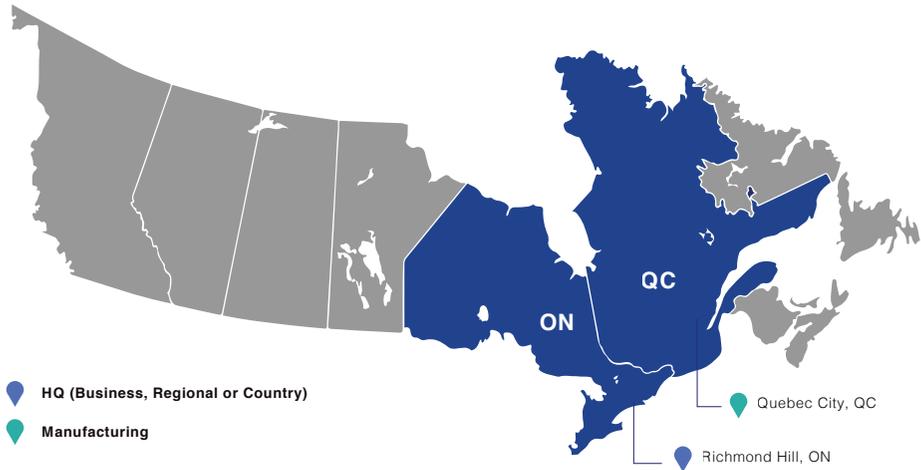
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Visit truetolife.com.