

## Anti-Bribery and Corruption

At Olympus, we recognise the damage that bribery and corruption can cause to society. As set forth in our Code of Ethics and Business Conduct, we take pride in conducting our business with a strong sense of fairness, honesty, and ethics. Olympus signed the 10 principles of the United Nations Global Compact and declared its full commitment to these recognised international standards which include, amongst others, combating corruption and bribery. In this way, the Olympus Europa Group has a zero tolerance approach to bribery and corruption and strives to conduct business without the use of corrupt practices or acts of bribery to obtain an unfair advantage. This zero tolerance approach applies to all Olympus employees and officers.

To achieve this, the Olympus Europa Group is committed to the following:

- Refusing to make bribes, or authorising the making of bribes on Olympus's behalf, with the intention to gain a business advantage;
- Refusing to accept bribes, or agreeing to them being accepted on Olympus's behalf, with the intention to unfairly influence business;
- Ensuring that all Olympus employees and officers in Europe know the values and principles set forth in our Code of Ethics;
- Avoiding business relationships with third parties who do not accept or follow the ten principles of the UN Global Compact;
- Developing and implementing guidelines and processes to avoid bribery, as well as other illegal practices at Olympus; and
- Regularly reviewing and updating relevant procedures, as deemed necessary.

The prevention, detection and reporting of bribery and corruption is the responsibility of all Olympus employees and officers in Europe. All individuals and organisations that have business relationships with Olympus, such as distributors, suppliers, or any other business partners, are encouraged to help to avoid and prevent bribery and corruption and to contact Olympus if any important questions or concerns arise. Several points of contact are available to discuss or report any point or question in relation to bribery and corruption. All telephone numbers and email addresses are made available on all European Olympus websites in local language. The information is also made available on the last page of our Olympus Europe Code of Ethics and Business Conduct, which may also be found on the European Olympus websites.

*Stefan Kaufmann*

## The Board of the Olympus Europa Holding SE