

Information disclosure on the Canon Medical Systems sustainability website refers to "GRI Standards 2021." The relevant information can be found below.

Statement of use: Canon Medical Systems has reported the information cited in this GRI content index for the period January 1, 2024 - December 31, 2024 with reference to the GRI Standards.

GRI 1 used: GRI 1: Foundation 2021

In the table below, reference is made to information about sustainability as presented and updated every year on our corporate global website.

## GRI Standards 2024 CANON MEDICAL SYSTEMS

### GRI 2: General Disclosures

Index	GRI	Data	Reason for Omission/Explanation
<b>1. The organization and its reporting practices</b>			
2-1	Organizational details	<a href="#">Company information</a>	
2-2	Entities included in the organization's sustainability reporting	<a href="#">Company information</a>	
2-3	Reporting period, frequency and contact point	<b>About sustainability-related information</b>	
2-4	Restatements of information	<b>There are no significant restatements to report in this reporting period.</b>	
2-5	External assurance	<a href="#">Sustainability Policy</a>	
		<a href="#">Canon Medical Systems Group Standards of Conduct (SOC)</a>	
		Canon Medical Systems uses management systems to manage risks. These management systems ensure compliance with laws and regulations, as well as certification to voluntary standards such as ISO 9001, ISO 13485, ISO 27001, ISO 14001 and ISO 45001. The Code of Conduct also commits participants to respecting the human rights of workers.	
<b>2. Activities and workers</b>			
2-6	Activities, value chain, and other business relationships	<a href="#">Company information</a>	
	Markets served	<a href="#">Global Network (Countries and Regions)</a>	
	Value chain of the organization	<a href="#">Company information</a>	
		<a href="#">Corporate Profile</a>	
		<a href="#">History</a>	
		<a href="#">Canon Global Supply Chain Management</a>	
		<a href="#">Respect for People Everywhere</a>	
		<a href="#">stakeholder engagement</a>	
Significant changes to the organization and its supply chain, compared to the former reporting period	<b>There are no significant changes compared to the previous reporting period.</b>		
2-7	Employees	<a href="#">Latest data (Social) _Employment and Treatment</a>	
2-8	Workers who are not employees	<a href="#">Latest data (Social) _Canon Medical Systems Group Employment Type (Gender)</a>	

3. Governance			
2-9	Governance structure and composition	-	As we are not a listed company, our information is not disclosed.
		<a href="#">Canon Corporate Governance</a>	
2-10	Nomination and selection of the highest governance body	-	As we are not a listed company, our information is not disclosed.
		<a href="#">Canon Corporate Governance</a>	
2-11	Chair of the highest governance body	-	As we are not a listed company, our information is not disclosed.
		<a href="#">Canon Corporate Governance</a>	
2-12	Role of the highest governance body in overseeing the management of impacts	<a href="#">Sustainability Policy</a>	
		<a href="#">Environmental Vision</a>	
		<a href="#">Managing with the Environment in Mind</a>	
		<a href="#">Environmental policy</a>	
		<a href="#">Respect for People Everywhere</a>	
		<a href="#">Diversity and Inclusion</a>	
		<a href="#">Creating a Healthy and Safe Workplace</a>	
		<a href="#">Social and cultural support activities</a>	
2-13	Delegation of responsibility for managing impacts	<a href="#">Risk Management and Compliance</a>	
		<a href="#">Canon Medical's Group Sustainability Promotion Structure</a>	
		<a href="#">Environmental Charter and Vision</a>	
		<a href="#">Managing with the Environment in Mind</a>	
		<a href="#">Environmental policy</a>	
		<a href="#">Respect for People Everywhere</a>	
		<a href="#">Diversity and Inclusion</a>	
		<a href="#">Creating a Healthy and Safe Workplace</a>	
2-14	Role of the highest governance body in sustainability reporting	<a href="#">Thorough Information Security</a>	
		<a href="#">Sustainability Policy</a>	
		<a href="#">Materiality issues</a>	
2-15	Conflicts of interest	<a href="#">Our material issues and global impact 2021-2025</a>	
		<a href="#">Canon Medical Systems Group Standards of Conduct (SOC)</a>	

2-16	Communication of critical concerns	Sustainability Policy	
		Managing with the Environment in Mind	
		Respect for People Everywhere	
		CANON MEDICAL SYSTEMS CORPORATION QUALITY POLICIES	
		Canon Medical Systems Group Standards of Conduct (SOC)	
		Risk Management and Compliance	
2-17	Collective knowledge of the highest governance body	-	As we are not a listed company, our information is not disclosed.
		Canon Corporate Governance	
		Canon Medical Systems Group Standards of Conduct (SOC)	
2-18	Evaluation of the performance of the highest governance body	Canon Medical Systems Group Standards of Conduct (SOC)	
		Thorough Information Security	
		Risk Management and Compliance	
		Managing with the Environment in Mind	
2-19	Remuneration policies	-	As we are not a listed company, our information is not disclosed.
		Canon Corporate Governance	
2-20	Process to determine remuneration	-	As we are not a listed company, our information is not disclosed.
		Canon Corporate Governance	
2-21	Annual total compensation ratio	Annual Securities Report, etc	
<b>4. Strategy, policies and practices</b>			
2-22	Statement on sustainable development strategy	Sustainability Policy	
2-23	Policy commitments	Canon Medical Systems Group Standards of Conduct (SOC)	
		Sustainability Policy	
		Respect for People Everywhere	
		Creating a Healthy and Safe Workplace	
		Risk Management and Compliance	
		Supply Chain Management	
2-24	Embedding policy commitments	Environmental Charter and Vision	
		Sustainability Policy	
		Respect for People Everywhere	
		Social and cultural support activities	
		Risk Management and Compliance	
		Supply Chain Management	

2-25	Processes to remediate negative impacts	Risk Management and Compliance	
		Sustainability Policy	
		Respect for People Everywhere	
		Hiring and Treatment of Human Resources	
		Diversity and Inclusion	
		Creating a Healthy and Safe Workplace	
		Promoting Corporate Ethics	
		Canon Medical Systems Group Standards of Conduct (SOC)	
2-26	Mechanisms for seeking advice and raising concerns	Risk Management and Compliance	
2-27	Compliance with laws and regulations	Risk Management and Compliance	
		Managing with the Environment in Mind	
2-28	Membership associations	<p>Canon Medical Systems Corporation belongs to the following organizations.</p> <ul style="list-style-type: none"> <li>· Japan Analytical Instruments Manufacturers Association</li> <li>· Japan Electronics and Information Technology Industries Association</li> <li>· Japan Medical Imaging and Radiological Systems Industries Association</li> <li>· Japan Association of Clinical Reagents Industries</li> <li>· Japanese Association of Healthcare Information Systems Industry</li> <li>· others</li> </ul>	
<b>5. Stakeholder engagement</b>			
2-29	Approach to stakeholder engagement	stakeholder engagement	
2-30	Collective bargaining agreements	Hiring and Treatment of Human Resources	
<b>GRI 3: Material Topics</b>			
Index	GRI	Data	Reason for Omission/Explanation
3-1	Process to determine material topics	Sustainability Policy	
3-2	List of material topics	Sustainability Policy	
3-3	Management of material topics	Sustainability Policy	
<b>GRI 201: Economic Performance</b>			
Index	GRI	Data	Reason for Omission/Explanation
201-1	Direct economic value generated and distributed	Annual Securities Report, etc	
		Social and cultural support activities	
201-2	Financial implications and other risks and opportunities due to climate change	Financial implications and other risks and opportunities due to climate change are not identified.	
201-3	Defined benefit plan obligations and other retirement plans	Annual Securities Report, etc	
201-4	Financial assistance received from government	Not applicable, no significant assistance from government was received in the reporting period.	

GRI 202: Market Presence			
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	-	We are not currently compiling data
202-2	Proportion of senior management hired from the local community	-	We are not currently compiling data
GRI 203: Indirect Economic Impacts			
203-1	Infrastructure investments and services supported	<a href="#">Social and cultural support activities</a>	
203-2	Significant indirect economic impacts	<a href="#">Social and cultural support activities</a>	
GRI 204: Procurement Practices			
204-1	Proportion of spending on local suppliers	-	We are not currently compiling data
GRI 205: Anti-corruption			
205-1	Operations assessed for risks related to corruption	<a href="#">Risk Management and Compliance</a>	
205-2	Communication and training about anti-corruption policies and procedures	<a href="#">Risk Management and Compliance</a>	
205-3	Confirmed incidents of corruption and actions taken	<a href="#">Risk Management and Compliance</a>	
GRI 206: Anti-competitive Behavior			
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	<a href="#">Risk Management and Compliance</a>	
GRI 207: TAX			
207-1	Approach to tax	<a href="#">Risk Management and Compliance</a>	
207-2	Tax governance, control, and risk management	<a href="#">Risk Management and Compliance</a>	
207-3	Stakeholder engagement and management of concerns related to tax	<a href="#">Risk Management and Compliance</a>	
207-4	Country-by-country reporting	<a href="#">Risk Management and Compliance</a>	
GRI 301: Materials			
Index	GRI	Data	Reason for Omission/Explanation
301-1	Materials used by weight or volume	<a href="#">Overview of Environmental Impacts</a>	
		<a href="#">Initiatives Canon's Approach to Achieve a Circular Economy   Canon Global</a>	
301-2	Recycled input materials used	<a href="#">Initiatives Canon's Approach to Achieve a Circular Economy   Canon Global</a>	
301-3	Reclaimed products and their packaging materials	<a href="#">Initiatives Canon's Approach to Achieve a Circular Economy   Canon Global</a>	
GRI 302: Energy			
302-1	Energy consumption within the organization	<a href="#">Latest data (environment) Total GHG Emissions by Scope</a>	
		<a href="#">Latest data (environment) Use of Renewable Energy by Region in 2024</a>	
302-2	Energy consumption outside of the organization		Information incomplete, an update will be provided in 2024
302-3	Energy intensity		Information incomplete, an update will be provided in 2024
302-4	Reduction of energy consumption		Information incomplete, an update will be provided in 2024
302-5	Reductions in energy requirements of products and services		Information incomplete, an update will be provided in 2024

GRI 303: Water and Effluents			
303-1	Interactions with water as a shared resource	<a href="#">Latest data (environment)</a> <a href="#">Water Consumption in 2024 by Type</a>	
		<a href="#">Latest data (environment)</a> <a href="#">Total Wastewater Discharge</a>	
		<a href="#">Latest data (environment)</a> <a href="#">Use of Recycled Water and Recycling Rate in 2024</a>	
		<a href="#">Latest data (environment)</a> <a href="#">2024 Water Quality Data</a>	
303-2	Management of water discharge-related impacts	<a href="#">Latest data (environment)</a> <a href="#">Wastewater Amount by Discharge Route in 2024</a>	
303-3	Water withdrawal	<a href="#">Latest data (environment)</a> <a href="#">Water Consumption in 2024 by Type</a>	
303-4	Water discharge	<a href="#">Latest data (environment)</a> <a href="#">Total Wastewater Discharge</a>	
303-5	Water consumption		Information incomplete, an update will be provided in 2024
GRI 304: Biodiversity			
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Some of our group companies own business sites within protected areas, and we have confirmed that there are no problems with the impact on the local environment.	
304-2	Significant impacts of activities, products, and services on biodiversity	In accordance with the Canon Group's biodiversity policy, we strive to understand and reduce the direct and indirect impacts of our products and services.	
304-3	Habitats protected or restored	We contribute to the protection and restoration of natural habitats in several ways: <ul style="list-style-type: none"> <li>- Tree planting</li> <li>- Beach clean-ups</li> <li>- Supporting sea turtle sanctuaries</li> <li>- On-site biotopes and more.</li> </ul>	
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	None	
GRI 305: Emissions			
305-1	Direct (Scope 1) GHG emissions	<a href="#">Latest data (environment)</a> <a href="#">Total GHG Emissions by Scope</a>	
305-2	Energy indirect (Scope 2) GHG emissions	<a href="#">Latest data (environment)</a> <a href="#">Total GHG Emissions by Scope</a>	
305-3	Other indirect (Scope 3) GHG emissions		Information incomplete, an update will be provided in 2024
305-4	GHG emissions intensity		Information incomplete, an update will be provided in 2024
305-5	Reduction of GHG emissions		Information incomplete, an update will be provided in 2024
305-6	Emissions of ozone-depleting substances (ODS)		Information incomplete, an update will be provided in 2024
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	<a href="#">Latest data (environment)</a> <a href="#">SOx and NOx Emissions</a>	

GRI 306:WASTE			
306-1	Waste generation and significant waste-related impacts		Information incomplete, an update will be provided in 2024
306-2	Management of significant waste-related impacts		Information incomplete, an update will be provided in 2024
306-3	Waste generated	Latest data (environment) Recovery Volume by Type of Waste in 2024	
306-4	Waste diverted from disposal	Latest data (environment) Recovery Volume by Type of Waste in 2024	
306-5	Waste directed to disposal	Latest data (environment) Recovery Volume by Type of Waste in 2024	
GRI 308:Supplier Environmental Assessment			
308-1	New suppliers that were screened using environmental criteria	Supply Chain Management	
		chemical substances	
308-2	Negative environmental impacts in the supply chain and actions taken	Supply Chain Management	
		chemical substances	
GRI 401:EmploymentGRI			
401-1	New employee hires and employee turnover	-	We are not currently compiling data.
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	-	We are not currently compiling data.
401-3	Parental leave	Latest data (Latest) _Employees on leave (those using the system during the current year)	
GRI 402:Labor/Management Relations			
402-1	Minimum notice periods regarding operational changes	<p>Minimum Notification Period for Changes in Work Duties Canon medical systems corporation has established a minimum notification period clause within its labor agreement to ensure that personnel transfers do not negatively impact the lives of employees.</p> <p>The minimum official notification period is four weeks for personnel transfers requiring relocation, two weeks for assignments not requiring relocation, and one week for other types of transfers.</p> <p>Additionally, Group companies worldwide have established minimum notification periods in accordance with the laws and regulations of the countries and regions where they operate.</p>	

GRI 403:Occupational Health and Safety			
403-1	Occupational health and safety management system	Creating a Healthy and Safe Workplace	
403-2	Hazard identification, risk assessment, and incident investigation	Creating a Healthy and Safe Workplace	
403-3	Occupational health services	Creating a Healthy and Safe Workplace	
403-4	Worker participation, consultation, and communication on occupational health and safety	Creating a Healthy and Safe Workplace	
403-5	Worker training on occupational health and safety	Creating a Healthy and Safe Workplace	
403-6	Promotion of worker health	Creating a Healthy and Safe Workplace	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Creating a Healthy and Safe Workplace	
403-8	Workers covered by an occupational health and safety management system	Creating a Healthy and Safe Workplace	
403-9	Work-related injuries	Creating a Healthy and Safe Workplace	
403-10	Work-related ill health	Creating a Healthy and Safe Workplace	
GRI 404:Training and Education			
404-1	Average hours of training per year per employee	Employees receive extensive training and educational materials to keep them up to date on the latest developments in products, services, and research and development relevant to the organization. Training is also part of the onboarding process. Canon Medical Systems records the general number of hours or budget spent on training, but not for all employee categories.	
404-2	Programs for upgrading employee skills and transition assistance programs	Almost all subsidiaries focus on and offer options for competency management and lifelong learning programs.	
404-3	Percentage of employees receiving regular performance and career development reviews	Most employees receive regular performance reviews. The frequency of these reviews varies from once every two years to multiple times a year.	
GRI 405:Diversity and Equal Opportunity			
405-1	Diversity of governance bodies and employees	Diversity and Inclusion	
405-2	Ratio of basic salary and remuneration of women to men	Canon thoroughly implements compensation according to ability and performance throughout the Group, and does not include gender as a criterion for compensation. Differences in compensation are due to age composition, rank composition, etc.	
GRI 406:Non-discrimination			
406-1	Incidents of discrimination and corrective actions taken	Respect for People Everywhere	

GRI 407: Freedom of Association and Collective Bargaining			
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Respecting freedom of association and the right to collective bargaining  As stated in the Canon Group Human Rights Policy, Canon respects freedom of association and the right to collective bargaining, and strives to resolve various labor-related issues by promoting dialogue between labor and management. For example, Canon Medical Systems clearly states in the labor agreement concluded with the Canon Medical Systems Labor Union that both the Company and the Union will endeavor to resolve issues promptly and peacefully through collective bargaining in a well-ordered manner and in good faith .	
		Canon Medical Systems Group Standards of Conduct (SOC)	
		Canon Global Supply Chain Management	
GRI 408: Child Labor			
408-1	Operations and suppliers at significant risk for incidents of child labor	Respect for People Everywhere	
GRI 409: Forced or Compulsory Labor			
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Respect for People Everywhere	
GRI 410: Security Practices			
410-1	Security personnel trained in human rights policies or procedures	Security guards are contracted with a different company and their training is provided by that company.	
GRI 411: Rights of Indigenous Peoples			
411-1	Incidents of violations involving rights of indigenous peoples	Respect for People Everywhere	
GRI 413: Local Communities			
413-1	Operations with local community engagement, impact assessments, and development programs	Social and cultural support activities	
		stakeholder engagement	
413-2	Operations with significant actual and potential negative impacts on local communities	Raising Awareness of Biodiversity	
GRI 414: Supplier Social Assessment			
414-1	New suppliers that were screened using social criteria	Supply Chain Management	
414-2	Negative social impacts in the supply chain and actions taken	Supply Chain Management	
GRI 415: Public Policy			
415-1	Political contributions	Not open to the public Confidentiality: disclosure of said information is restricted due to confidentiality risks relating to parts of its content.	
GRI 416: Customer Health and Safety			
416-1	Assessment of the health and safety impacts of product and service categories	Product Responsibility	
		Canon Medical Systems Group Product Quality Policies	
		Canon Medical Systems Group Standards of Conduct (SOC)	
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	None	

GRI 417: Marketing and Labeling			
417-1	Requirements for product and service information and labeling	<p>Products and services contain information to inform, instruct, make customers aware, and comply with legislation on product information (100% of products require marking by law) through:</p> <ul style="list-style-type: none"> <li>- Safety labels.</li> <li>- Manuals.</li> <li>- Disclaimers regarding origin, substance, disposal and safe use.</li> <li>- A product datasheet to provide information on e.g. ingredients.</li> <li>- White papers.</li> <li>- Brand stickers.</li> </ul> <p>Fair marketing is part of the Standard of Conduct for Employees and Code of Conduct for Suppliers.</p>	
417-2	Incidents of non-compliance concerning product and service information and labeling	None	
417-3	Incidents of non-compliance concerning marketing communications	None	
GRI 418: Customer Privacy			
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	None	