

Socially Responsible Activities

We are committed to activities that ensure our attractiveness to stakeholders. As a healthcare specialist, we aim for a healthy and prosperous society.

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We believe that our corporate responsibility involves delivering products that are consistent with the Sysmex brand and conducting business activities that contribute to a healthy and prosperous society. To this end, Sysmex fosters a corporate culture where each employee can feel a sense of fulfillment in their work and emphasizes excellent communications with all stakeholders as it conducts its corporate activities.

We have launched initiatives to raise employee value, contribute to society, conserve the environment, protect intellectual property and enhance investor relations. In the fiscal year ended March 31, 2009, we also began holding “VQ Sessions,” which take a holistic approach toward enhancing overall corporate value and fulfilling our corporate social responsibility.

Developing Human Resources

Sysmex fosters a corporate culture where employees can feel a sense of fulfillment in their work, based on mutual agreement and common understanding.

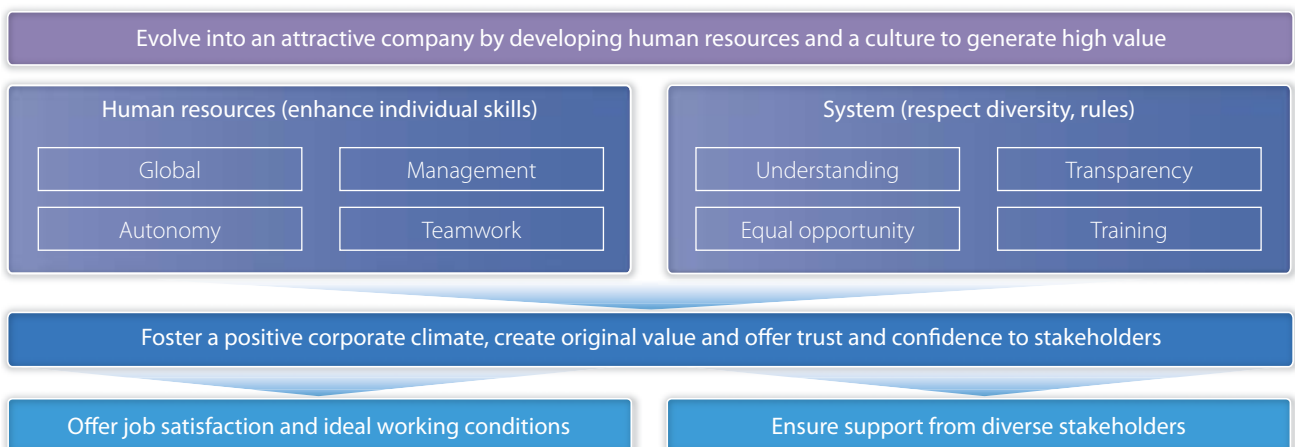
Sysmex believes that recruiting, retaining and developing human resources is among the most fundamental of management tasks. The Company fosters a fulfilling corporate culture that draws out and maximizes the strengths of individual employees so that employees can make the most of their abilities and feel a sense of fulfillment in their work. Currently, around 40% of Sysmex employees are stationed at companies overseas. As it becomes more global, the Company will attract

an even greater range of personalities. Sysmex believes that diversity and globalization go hand in hand and that management’s responsibility is to nurture individual strengths and incorporate them into the overall organization. Sysmex will continue to cultivate a corporate culture where employees are fulfilled in their work, based on a sense of mutual agreement and common understanding among all Group employees.

As part of its efforts to develop a positive working environment, Sysmex introduced flex-time systems to enable employees to adjust their work hours for childcare and long-term nursing care responsibilities. In this way, the Company is working to improve its systems in support of a better work-life balance. In April 2009, we opened Sysmex Kids’ Park, an internal childcare facility where parents can go about their work assured that their children are being nurtured in an appropriate care-giving environment. In 2006, the Company established a re-employment system for retirees aimed at individuals who have passed retirement age but still want to work and would like to continue to be engaged in fulfilling work at Sysmex. The objective is to provide a working environment that can utilize the expertise and experience of these employees. To raise employee skill levels, the Company also runs companywide staff development programs, including training aimed at specific employee tiers and global training.

Through the practical application of our corporate philosophy the “Sysmex Way,” we strive to uphold our corporate culture by dealing in products that have characteristics in keeping with the Sysmex brand.

Evolve as an Attractive Company



Social Contributions

Systemex is involved in healthcare, with its headquarters in Kobe but conducting operations and making social contributions on a global scale

Systemex contributes to the advancement of medical care and supports local communities in a manner befitting a global healthcare testing company.

Since 1984, Systemex has provided assistance for research into electronic measuring technology through the Nakatani Foundation of Electronic Measuring Technology Advancement. The foundation's goal is to contribute to the development of Japan's economy and society and to improve the quality of life (QOL) of the Japanese people. The late Mr. Taro Nakatani, the Company's founder and first president, established the Nakatani Foundation using funds contributed by himself, Systemex and others. The foundation has provided support for 258 research projects as of March 31, 2009.

Systemex provides funds to the Kobe University School of Medicine for an endowed course in laboratory medicine. The purpose of the course is to contribute to the advancement of diagnosis and medical care by developing evaluation methods for new clinical testing in advanced medical fields. Systemex also participates in the Kobe Medical Industry Development Project, which is promoted by the city of Kobe. These funds were used to open the Systemex Asano Laboratory in January 2007. Under the direction of Professor Shigetaka Asano, a leading hematology expert, the laboratory aims to create new diagnostic technologies for effective cell therapy.

Valuing its interaction with local communities, Systemex has opened its Kakogawa Factory, an instrument manufacturing facility, for a local junior high school internship course. Participating since 1998 in this junior high school work-study program called "Try-Yaru Week," Systemex supports a weeklong student internship program each year in early June.

Systemex looks to make global contributions to healthcare. During the year, we contributed diagnostic instrument and reagents to aid victims of the 2008 Sichuan earthquake in China and cyclones in Myanmar. The Company has opened the Systemex African Service Center in Cotonou, Benin, as a technical support base covering Western Africa. As well as acting

as a local service center, the Systemex African Service Center works to improve skill levels in developing countries through technology transfers to local technicians. The Company also supports improvements in medical device maintenance and management skills by providing technical assistance to the Japan International Cooperation Agency (JICA), which runs programs to provide technical training for researchers from emerging countries.

In December 2005, the Company established the Systemex Women's Track & Field Team, welcoming Coach Nobuyuki Fujita, who has trained numerous athletes representing Japan, and Athens Olympic Games gold medalist Mizuki Noguchi. The team supports the training of young athletes who aim to become world-class competitors.

Through its involvement in such healthcare, local community and sporting activities, Systemex works to raise its brand value by fulfilling its social responsibilities and thereby raising overall corporate value.

Environmental Conservation

Activities to fulfill social responsibilities for environmental conservation and act in harmony with the global environment

Systemex considers its social responsibility toward environmental conservation a management priority. In line with the Systemex environmental policy, Systemex aims to protect the environment in the course of product development, production and customer support and conducts a variety of other activities at its operating sites to reduce its environmental impact and achieve harmony with the global environment.

In 2006, Systemex reviewed its environmental management system and improved its systems to drive such activities forward. Systemex has also acquired certification under the international ISO 14001 standard for environmental management systems at 11 principal business sites in Japan and overseas. In addition, the Company is formulating a group-wide system to promote environmental activities, including an annual environmental audit. The Company has put in place green procurement standards and works with suppliers to promote the sourcing of raw materials in ways that have a low

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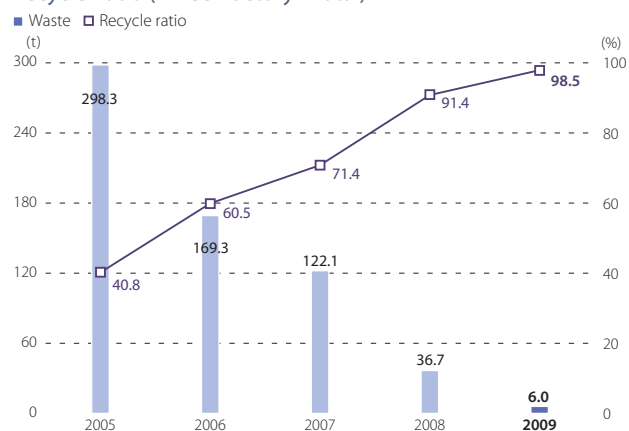
environmental impact. Following the implementation of the RoHS directive (which restricts the use of certain hazardous substances in electrical and electronic instruments) by the European Union in 2006, Sysmex is successively ensuring that its parts and components covered by the directive come into compliance ahead of the application of the directive to medical devices scheduled for 2012. The Company is running training programs for personnel responsible for product development and procurement to ensure the rigorous implementation of procedures to meet the RoHS directive requirements. Sysmex has also established in-house standards on environmentally hazardous substances for product design and is using these standards in decisions on the inclusion of RoHS-compliant parts.

Sysmex is working to make products more energy efficient. In the past, the drive to increase the functionality and size of hematology analyzers resulted in greater energy consumption, but the Company now focuses on energy-saving designs in its product development to make its products the industry's most energy-efficient. Moreover, to reduce resource usage the Company is working to make its products more compact and lightweight, and in 2006 we eliminated the use of foamed plastic and timber packaging materials, switching instead to materials that can be recycled.

October 2008 marked the grand opening of Technopark, our new R&D facility that is designed to fit in with the environment and the surrounding community. In addition to eco-friendly materials and an energy-saving design, the greenery, lakes and other natural spaces that make up more than half its surrounds add to its harmony with neighboring areas. Such environmental considerations have earned Technopark the highest level for the environmental performance of buildings under a Japanese standard named CASBEE, for the Comprehensive Assessment System for Built Environment Efficiency. To eliminate waste and use resources effectively, Sysmex has launched zero-emissions initiatives at its factories and promotes waste separation and recycling. The Company's offices in Japan have adopted the Ministry of the Environment's "Cool-Biz" proposal, a program to reduce CO₂ emissions by maintaining appropriate office temperatures.

Through conservation efforts that seek to achieve harmony with the global environment, Sysmex endeavors to meet its social responsibilities toward environmental conservation, raise its brand value and enhance overall corporate value.

Recycle Ratio (Three-Factory* Total)



* Kakogawa, Seishin and Ono factories

Intellectual Property Activities

Creating an environment that encourages intellectual creativity and ensuring a competitive edge to support stable growth

In line with its expanding business domains and global development, Sysmex has established the Basic Principles of Intellectual Property Activities. The Company's goals in creating these principles were to share among all employees key thoughts on intellectual property activities and maximize Group strengths. The Company's policy on specific intellectual property activities is to liaise with R&D divisions, formulate

Sysmex's Views on Intellectual Property Activities

Basic Principles

Sysmex's intellectual property activities aim to secure flexibility in R&D and business development and contribute to the management of Sysmex's business.

Basic Policy

Sysmex ensures its global competitive advantage and sustains stable growth by maintaining an environment that supports intellectual creation by employees, by actively securing and utilizing rights to valuable intellectual property generated through the activities of all Group companies, and by properly respecting the intellectual property rights of third parties.

filing strategies, uncover latent intellectual property opportunities and survey the intellectual property rights of third parties. Through proactive intellectual property education activities as well as an expanded intellectual property liaison function (which supports everything from idea generation to intellectual property management and use), Sysmex seeks to quickly convert R&D successes into valuable intellectual property.

The Company has in place a remuneration system that includes bonuses based on patent performance. This system is targeted at patents that contribute to Sysmex's business and is designed to incentivize inventors.

As an R&D-driven company, Sysmex will continue to support the knowledge-building activities of its employees, expand its management of intellectual property and sustain its position in global competition.

Investor Relations Activities

We strive to sustain growth and increase corporate value. Our investor relations activities aim to proactively disclose information to enhance management soundness and transparency, communicate our corporate directions to shareholders and promote a management style that is both steady and innovative.

Sysmex recognizes investor relations as an important facet of corporate management and is active in its investor relations efforts, in line with its investor relations policy. The investor relations department is located within the corporate business planning division, which reports directly to the president. The department is charged with disclosing appropriate information in a timely manner, communicating directly with shareholders and other investors, and promptly providing feedback to management regarding the Company's external assessment.

One focus of the Company's communications with shareholders and other investors is to explain a complex business in a straightforward manner. In addition to briefing analysts and institutional investors about operating results, the investor relations department provides technical briefings on

areas such as the life sciences and hosts tours to research and manufacturing facilities. Overseas, the department holds investor relations meetings, attends conferences held by securities firms and seeks opportunities to foster an understanding of the Company's strengths by providing individual product explanations at industry exhibitions or tours of local factories. For individual investors and other shareholders, the department prepares corporate brochures and shareholder reports, as well as extensive web content, all with the aim of introducing the Company's business in an easily understandable way.

The Company has earned the Japan Investor Relations Association's Award for Excellence in Corporate IR. Sysmex has also received the Award for Excellence in Internet Investor Relations, sponsored by Daiwa Investor Relations, and the Company's website was designated as an Excellent Corporate Website according to the survey ranking listed company websites run by Nikko Investor Relations.

To raise the level of the Company's investor relations activities further, in addition to proactive external information disclosure Sysmex will concentrate on responding to feedback to ensure the results of its investor relations activities are reflected in its capital policies and management.

Position of Sysmex IR Activities

