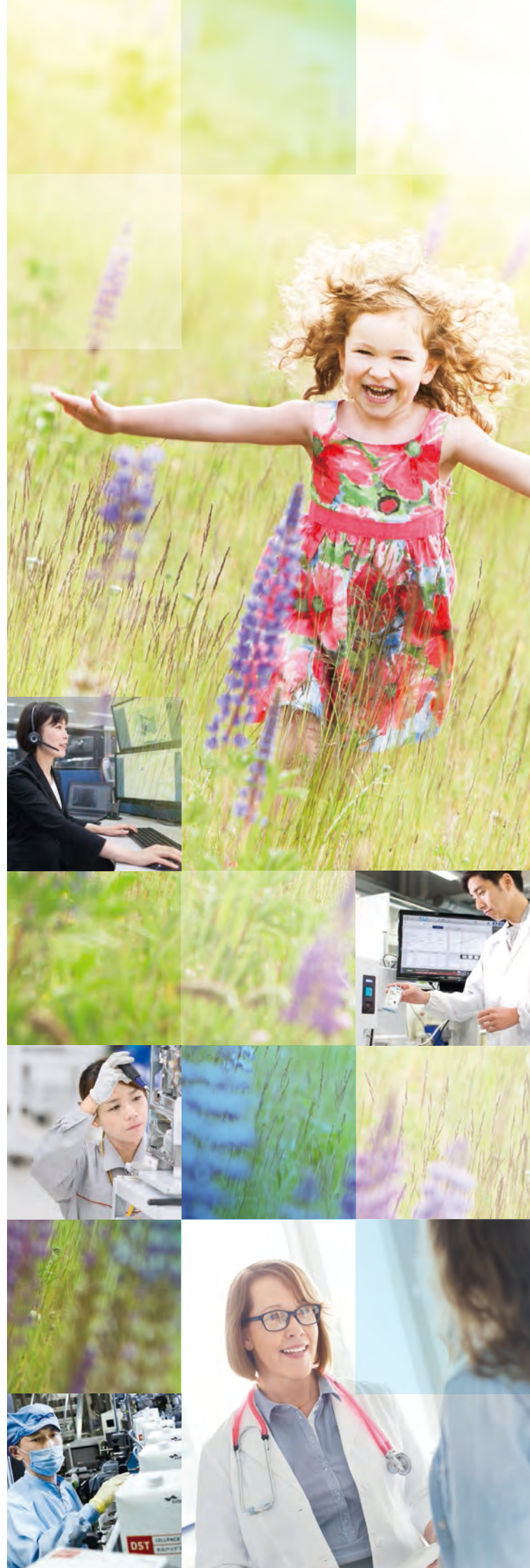




# Sysmex Sustainability Report 2016

Digest Version







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## Editorial Policy

Systemx publishes the annual “Systemx Sustainability Report” to communicate to stakeholders our approaches and activities concerning corporate social responsibility (CSR), and to facilitate dialogue with them. The digest version describes our approach to CSR, highlights key initiatives during the fiscal year and introduces various topics by region. For more detailed information in accordance with the core option of the Global Reporting Initiative (GRI)’s Sustainability Reporting Guidelines, Edition 4, see the “Systemx Sustainability Report, Full Version (PDF)” and our CSR website. We also plan to publish the “Systemx Report,” including both financial and non-financial information, in 2016.

### Cautionary Statements

This report contains both forward-looking statements, plans and facts regarding the past about Systemx Corporation and its group companies (the Systemx Group). These forward-looking statements and plans are based on the current judgments and assumptions of the Systemx Group in light of the information currently available to it. Uncertainties inherent in such judgments and assumptions, the future course of our business operations, and future events may cause our actual results, performance, or achievements to be materially different from any future results, performance, or achievements either expressed or implied within such forward-looking statements.

### Inquiries about this report

CSR Promotion Department, Systemx Corporation  
1-5-1, Wakinohama-Kaigandori, Chuo-ku, Kobe, Hyogo, 651-0073, Japan  
Tel +81-78-265-0500, Fax +81-78-265-0524

### Organizations covered

Systemx Group (Systemx Corporation and its subsidiaries both in Japan and abroad). In this report, “Systemx” refers to the Systemx Group as a whole. “Systemx Corporation” refers to the Company on a stand-alone basis.

### Period covered

Primarily fiscal 2015 (from April 1, 2015 to March 31, 2016). Some activities conducted outside this period are also included.

### Date of publication

August 2016  
Previous version: August 2015

### Guidelines referenced

- The Global Reporting Initiative (GRI)’s Sustainability Reporting Guidelines, Edition 4
- The Japanese Ministry of the Environment’s Environmental Reporting Guidelines (2012 ed.)

Message from the Chairman and CEO





**We aim to build trust and confidence among people around the world. This has remained an important goal since the time of our founding, as we work to contribute to the development of healthcare and the healthy lives of people.**

### **Creating High-Value Testing and Diagnostic Technologies, and Contributing to the Development of Healthcare**

In line with our mission of “shaping the advancement of healthcare,” which is defined in the “Sysmex Way,” the corporate philosophy of the Sysmex Group, Sysmex works to contribute to the development of healthcare and the healthy lives of people.

In recent years, advanced countries have been characterized by rapidly aging populations and increasingly diverse healthcare needs, while emerging markets have been marked by population increases and rapid developments in healthcare infrastructure. Meanwhile, in addition to being affected by the three leading infectious diseases—HIV/AIDS, malaria and tuberculosis—developing countries have been facing new types of infectious diseases, such as Ebola hemorrhagic fever. In this changing environment, testing is expected to play an increasingly important role in disease prevention, early detection and determining courses of treatment.

Since its founding, Sysmex has responded to increasingly sophisticated and diverse testing needs. We currently provide products and after-sales support in the hematology and other *in vitro* diagnostics fields in more than 190 countries around the world. Stepping up our R&D efforts toward the realization of personalized medicine, we are pursuing collaborative research with research institutions, universities, hospitals and other companies. We are working toward the creation of advanced, high-value testing and diagnostic technologies, such as minimizing the physical burden on patients by using blood for the early detection of cancer and the choice of treatment regimens best suited to individual patients. Furthermore, by leveraging the expertise and networks we have amassed, we have embarked on the collaborative development of next-generation diagnostic drugs for dementia.

Going forward, we aim to respond swiftly to environmental changes and create new value that will contribute to the advancement of healthcare. By so doing, we intend to address the shared desire of people around the world to remain healthy.

### **Building Trust and Confidence Among Stakeholders**

Sysmex holds dear the policy of building trust and confidence among stakeholders by fulfilling its corporate philosophy and core behaviors. In addition to contributing to the development of healthcare, our core behaviors indicate specifically how we are to build trust and confidence among our customers, employees, business partners, shareholders and society, including resolving environmental issues, and we are pursuing business activities in this vein.

Sysmex joined the United Nations Global Compact in February 2011. The mid-term CSR plan for fiscal 2015–2017, which we formulated in fiscal 2015, reflects the 10 principles of the Global Compact in the areas of human rights, labor, the environment and anti-corruption. In September 2015, the United Nations adopted sustainable development goals. Taking these goals into account, going forward Sysmex will clarify the issues it considers important and proactively redouble its CSR activities as a global company.

Sysmex will continue working toward the creation of a fulfilling and healthy society through its business activities, engaging proactively in environmental and social contribution activities, as it strives to meet the expectations of its stakeholders by continuing to build trust and confidence among people around the world. We would like to ask our stakeholders for their continued support and understanding of all our endeavors.

July 2016



Hisashi Ietsugu  
Chairman and CEO

# Contributing to a Healthy Society through Testing

Testing during hospital medical examinations and regular health checkups can be broadly divided into two types. One type, called “*in vivo* diagnosis,” includes X-rays and other tests conducted directly on patients’ bodies. Another type, called “*in vitro* diagnosis” or IVD, includes tests conducted on patient samples of blood, urine, cells and so on. Sysmex’s business is in the IVD field. We are a comprehensive manufacturer in this field, conducting R&D, manufacturing, sales and after-sales support on the instruments, reagents and software needed for IVD. Sysmex provides customers in more than 190 countries around the world with products and after-sales support. We contribute to rapid diagnosis and the selection of treatment methods and help to reduce the burden on patients.

## Sysmex’s Business Process

Creating High-Value Testing and Diagnostic Technologies



**Research and Development**

Ensuring Product Quality and Providing a Steady Supply of Products



**Manufacturing**

Providing Products and Services in More than 190 Countries around the World



**Sales**

Providing a Detailed Response to Inquiries



**After-Sales Support**

## Sysmex Products



XN-Series: XN-2000  
Automated Hematology Analyzer

Principal Diseases for Which the Instrument Is Used  
**Anemia, leukemia, thrombocytopenia, etc.**



UF-5000  
Fully Automated Analyzer of Formed Elements in Urine

Principal Diseases for Which the Instrument Is Used  
**Renal disease, urinary tract disorders, etc.**



CS-5100  
Automated Blood Coagulation Analyzer

Principal Diseases for Which the Instrument Is Used  
**Thrombosis, thrombotic disease (myocardial infarction, cerebral infarction), hemophilia, etc.**



HISCL-5000  
Automated Immunoassay System

Principal Diseases for Which the Instrument Is Used  
**Infectious diseases (hepatitis, AIDS), cancer, allergies, etc.**



RD-100i  
Gene Amplification Detector

What the Instrument Helps to Understand  
**Lymph node metastasis of breast cancer, colon cancer and stomach cancer**



ASTRIM FIT  
Health Monitoring Analyzer

What the Instrument Helps to Understand  
**Oxygen transport capacity of the blood**



Specialized Reagents  
Reagents for dilution, staining and other aspects of the Company’s products



poch-100iV Diff  
Automated Hematology Analyzer

What the Instrument Helps to Understand  
**The state of health of animals (determining the need for detailed tests)**

## Sysmex products are in use near you.

### Hospitals

**1 [Laboratories]** Patient blood, urine and other samples are examined using Sysmex's products to discover reduced function or abnormalities in physical organs and systems, allowing for the early detection of disease, decisions on treatment plans and monitoring the effects of treatment.

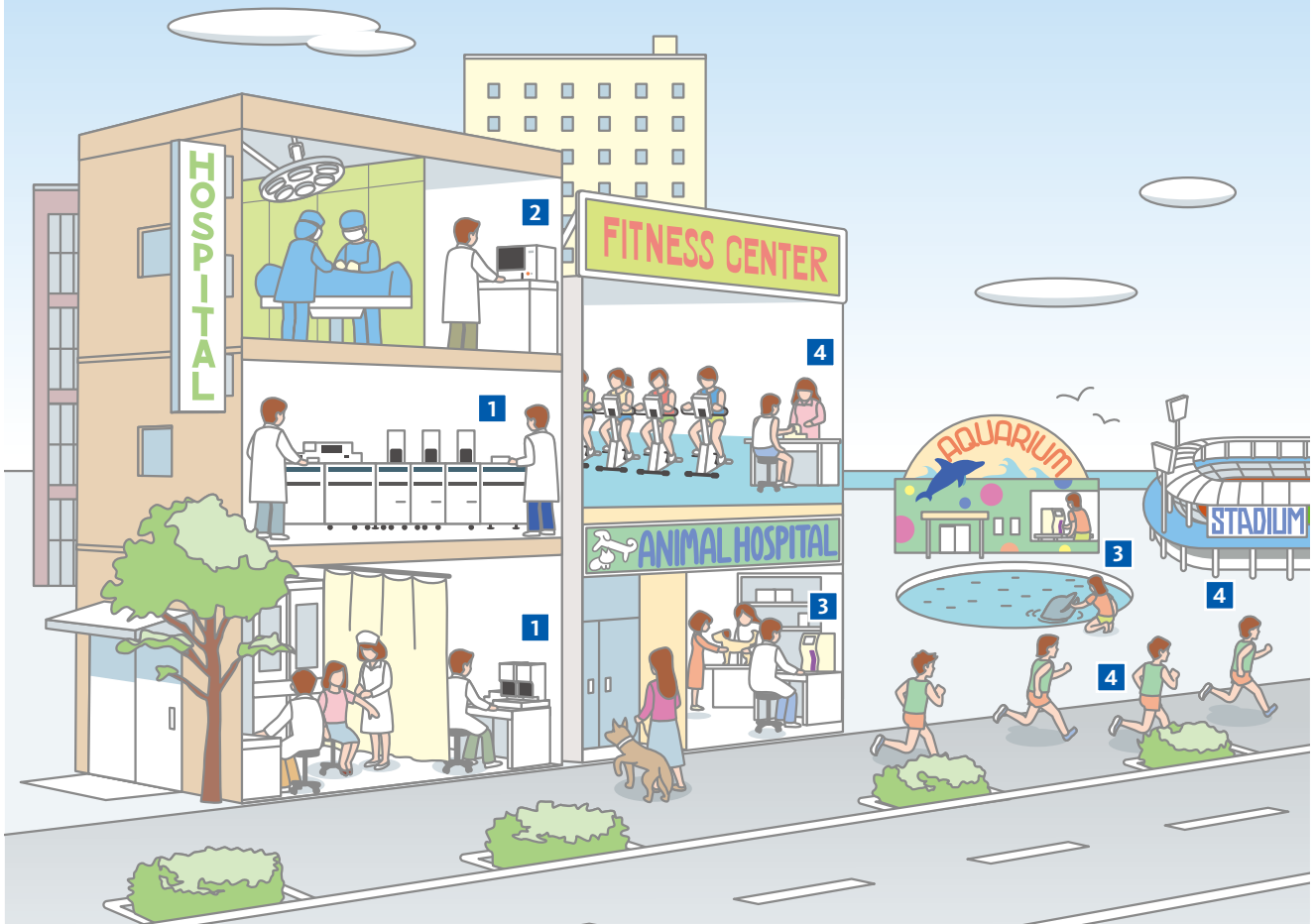
**2 [Operating rooms]** Sysmex's products are used to determine lymph node metastasis during breast cancer, colon cancer and stomach cancer operations, helping to minimize the amount of surgery needed and, therefore, the burden placed on the patient.

### Animal Hospitals, Aquariums

**3** Sysmex's products are used to check the blood of dogs and cats, as well as aquarium dolphins and zoo animals, to manage health and determine whether more detailed tests are necessary.

### Sports Training Facilities

**4** Sysmex's products are used by professional sports teams, high school, university and company track and field teams, and in sports gyms to measure athletes' estimated hemoglobin levels simply by inserting a finger and without sampling blood, thereby managing their physical condition.



## **Sysmex Group Corporate Philosophy**

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### **Sysmex Way**

#### **Mission**

Shaping the advancement of healthcare.

#### **Value**

We continue to create unique and innovative values, while building trust and confidence.

#### **Mind**

With passion and flexibility, we demonstrate our individual competence and unsurpassed teamwork.

## **Core Behaviors**

---

#### **To our Customers**

We deliver reassurance to our customers, through unmatched quality, advanced technologies, superior support, and actions that consistently reflect the viewpoint of our customers.

We constantly look out for our customers' true needs, and seek to generate new solutions to satisfy those needs.

#### **To our Employees**

We honor diversity, respect the individuality of each employee, and provide them with a workplace where they can realize their full potential.

We value the spirit of independence and challenge, provide employees with opportunities for self-fulfillment and growth, and reward them for their accomplishments.

#### **To our Business Partners**

We deliver commitment to our client companies through broad-ranging partnerships.

We strive to be a company that can grow in step with our trade partners, through respect and mutual trust.

#### **To our Shareholders**

Our shareholders can rest assured that we will continue to improve the soundness and transparency of our management policies, while promoting information disclosure and close communications.

We commit ourselves to a consistent yet innovative style of management, in order to achieve sustainable growth and increased shareholder value.

#### **To Society**

We carry out our business in strict compliance with laws and regulations, as well as in adherence to high ethical standards. As a responsible member of society, we play an active role in resolving environmental issues and other problems that impact our society today.



# Sysmex's CSR Activities

## Sysmex's CSR Builds Trust and Confidence through Practice of the Sysmex Way

Sysmex's CSR builds trust and confidence among all its stakeholders through the practice of the Sysmex Way, the corporate philosophy of the Sysmex Group. The Sysmex Way indicates the way the most basic corporate activities ought to be conducted, consisting of three elements necessary for continued growth: Mission, Value and Mind. The mission expresses the expansion of our business from activities centered on the field of diagnostics—a focus since our establishment—to the broader healthcare domain with its even closer connection to human health. In this manner, the mission asserts our aim of contributing toward the realization of a society filled with abundance, health and joy.

The Core Behaviors clarify provision of specific value to customers, employees, business partners, shareholders, society and all our stakeholders. For example, to provide reassurance to all members of society we carry out our business in strict compliance with laws and regulations, as well as in adherence to high ethical standards. We also consider it important to play an active role in resolving environmental issues and other problems that impact our society today.

## Participating in the UN Global Compact

To become more proactively involved in CSR, in February 2011 Sysmex began participating in the UN Global Compact, asserting its endorsement of the compact's 10 principles.



## Formulating a Mid-Term CSR Plan Based on Stakeholder Requirements and Expectations

In May 2015, Sysmex formulated a new mid-term CSR plan (fiscal 2015–2017)\*, taking into account the globalization of our business and society's diverse and sophisticated requirements and expectations. The plan clarifies our material issues and solutions considering the 10 principles of the UN Global Compact, the ISO 26000 international standard on social responsibility, and various requirements and expectations from stakeholders.

We are currently working on determining the material aspects incorporating significant issues for stakeholders and Sysmex Group, to formulate the next mid-term CSR plan (fiscal 2017–2019).

In addition, we are undertaking initiatives to reduce the environmental impact of our business activities based on our environmental action plan, the Sysmex Eco-Vision 2020.

\* The mid-term CSR plan is included in the "Sysmex Sustainability Report, Full Version (PDF)" and posted on our CSR site.  
[http://www.sysmex.co.jp/en/csr/sysmex\\_csr/plan.html](http://www.sysmex.co.jp/en/csr/sysmex_csr/plan.html)

## External Evaluation

### Incorporation in Sustainability and Other Indices

- Dow Jones Sustainability Asia Pacific Index
- FTSE4Good Index
- MSCI Global Sustainability Indexes
- MSCI Global Socially Responsible Indexes
- Ethibel Pioneer & Excellence
- Ethibel Sustainability Index
- Global 100  
(100 most sustainable companies in the world)

MEMBER OF  
**Dow Jones Sustainability Indices**  
In Collaboration with RobecoSAM



MSCI

2016 Constituent  
MSCI Global  
Sustainability Indexes



1

# Highlight 1 Accelerating the Advancement of Healthcare by Gathering Knowledge and Technologies from Both Inside and Outside the Company



2



3



4

## Overview of the Sysmex Open Innovation Lab (SOLA)

**Innovation Area:**  
This area is equipped with state-of-the-art, high-performance analytical instruments to research and verify the seeds of new technologies. (1)(2)

**Sysmex Area:**  
This area, which is equipped with Sysmex's leading-edge diagnostic instruments, promotes the realization of products by fusing Sysmex's existing know-how with new technologies.

**Communication Area:**  
This area fosters the generation of new concepts by encouraging interaction among researchers. (3)

**ICT Area:**  
This area provides supercomputer access to researchers. (4)



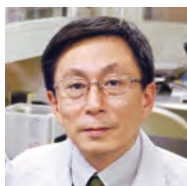
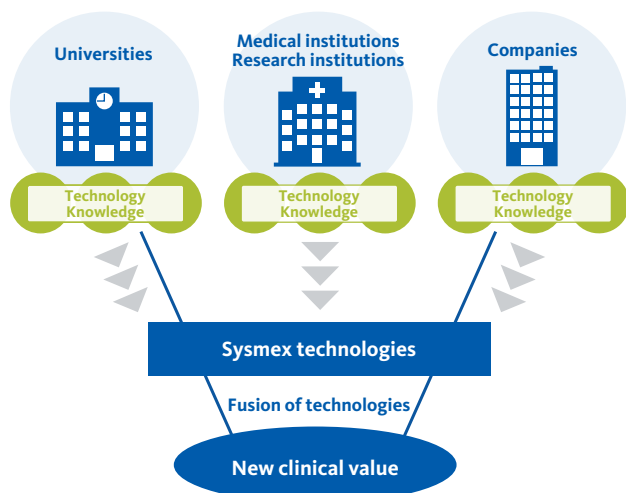
## Establishing an Open Innovation Lab with a View to Realizing Personalized Medicine

Drug efficacy and side effects differ, even among patients with the same disease. Progress on gene and protein analysis technologies in recent years have aided in uncovering disease origins and mechanisms, and this in turn has raised expectations for “personalized medicine.” This aims to boost treatment efficacy and quality of life through the selection of treatment methods tailored to individual patients.

To step up our R&D initiatives toward the realization of personalized medicine, in October 2015 we opened the Sysmex Open Innovation Lab (SOLA) and began collaborating with researchers from outside the Company.

In one example, we are collaborating with JVC KENWOOD Corporation to develop diagnostic instruments for the measurement of exosomes. Exosomes are present in such bodily fluids as blood, saliva and urine. It is expected that the many substances they contain might be employed as biomarkers\* for diseases including cancer and central nervous system disorders. Through this joint development, we are working toward the creation of groundbreaking testing and diagnostic technologies that could play a role in the early detection of cancer and the monitoring of treatment outcomes.

### Aims of the Sysmex Open Innovation Lab (SOLA)



**Mr. Koji Tsujita**

Senior Adviser  
Medical Systems  
Development Taskforce  
JVC KENWOOD  
Corporation

#### Stakeholder Comment

SOLA's Innovation Area provides an excellent environment, with state-of-the-art analytical instruments and efficiently arranged facilities. The spacious Communication Area and consideration for support staff allow extensive research to be conducted effectively and comfortably.

As well as the environment, I find the most stimulating and meaningful aspect of the lab to be the way we can work with Sysmex researchers, utilizing each other's technologies and knowledge for face-to-face deliberations and joint experiments. For me, this is one of SOLA's main attractions.

We aim to generate new clinical value by fusing advanced technologies to support leading-edge healthcare, such as personalized medicine. To this end, we plan to set up a global research unit comprising university researchers from Japan and around the world, as well as making use of corporate working groups.

\* Substances that act as markers for certain diseases

## Establishing a Joint Research Lab within the National Cancer Center Japan

In September 2013, Sysmex entered into a comprehensive collaboration agreement with the National Cancer Center Japan to develop diagnostic reagents for cancer. To date we have conducted joint research on seven topics.

In October 2015 we opened the Sysmex Cancer Innovation Laboratory (SCI-Lab) within the National Cancer Center Japan Hospital. This lab will further accelerate R&D in the field of cancer diagnosis with the aim of realizing genomic medicine\*1. This lab meets ISO 15189\*2 international standards for clinical laboratories.

The SCI-Lab employs next-generation sequencers to conduct clinical research involving comprehensive genetic testing to measure around 100 gene types related to various types of cancer. This research is expected to contribute to decisions on appropriate treatment methods and use of drugs.

This lab is operated in alliance with RIKEN GENESIS Co., Ltd., a Sysmex Group company with extensive experience in gene analysis.

We will continue to collaborate closely with the National Cancer Center Japan and RIKEN GENESIS, promoting research in the aim of realizing new cancer diagnosis methods as soon as possible.

\*1 This type of medicine involves analyzing the relationship between genetic information and disease in order to predict the onset risk of diseases and aid in selecting the most effective course of treatment.

\*2 This international standard specifies requirements for quality and competence in medical laboratories.



Sysmex Cancer Innovation Laboratory (SCI-Lab)



**Mr. Atsushi Ochiai**

Director  
Exploratory Oncology  
Research and Clinical  
Trial Center,  
National Cancer  
Center Japan

#### Stakeholder Comment

The SCI-Lab has enabled the configuration and operation of systems for providing actual medical care on cases within the center, including specimen collection, genome testing, providing information to patients and selecting treatment methods.

The genome diagnostics performed by the SCI-Lab is at the forefront of new genomic medicine in Japan, and should contribute substantially to the structure of genomic medicine in this country.

As the SCI-Lab develops, in addition to genomic medicine I look forward to the introduction and promotion of next-generation medical technologies and diagnoses at actual clinics.

1



# Highlight 2 Creating New Value through Global Human Resource Development and Exchange

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6



**Training underway at the Global Communication Center**

Global Exchange Program  
 (This program aims to strengthen ties between Japanese and overseas employees by fostering interaction and deepening mutual understanding.)  
 (1)(2)(3)

New employee training (4)

**Global Apprentice Program**

Sysmex Partec (5)  
 Sysmex Shanghai (6)



## Promoting Human Resource Development and Exchange Throughout the Group

Sysmex conducts its business on a global basis, and Group employees number over 7,000, more than 50% of whom are overseas (as of March 31, 2016).

To put into practice the Group corporate philosophy, the Sysmex Way, and to instill trust and confidence in people throughout the world, we recognize the need to enhance individual employees' skills and foster communication among diverse human resources. We believe it is important to share values and foster insights in order to create new value and encourage deeper cultural understanding.

To this end, in fiscal 2014 Sysmex formulated a global human resource development system to facilitate human resource development throughout the Group. Under this system, we are promoting initiatives to enhance a sense of unity within the Group, develop next-generation human resources, strengthen networks within the Group, and foster cultural understanding.

The Global Apprentice Program that we introduced in fiscal 2011, targeting young employees, is one aspect of these initiatives. Under this program, we solicit participation by employees who have a clear awareness of issues and wish to be active in the global environment. The program aims to cultivate future global

### Key Outcomes of the Global Apprentice Program (Fiscal 2015)

Sysmex America

**Developed an interface program for My Sysmex, a comprehensive information tool for customers using the Internet**

Sysmex America/Sysmex Brazil

**Provided support for the launch of South American service locations**

Sysmex Reagents America

**Conducted surveys of local factory operations and demand for the construction of next-generation factories**

Sysmex Europe

**Strengthened cooperation between the EMEA\* region and Sysmex Corporation for the global standardization of ICT**  
**Jointly promoted business related to colon cancer in EMEA\* and Japan**

\* Europe, the Middle East and Africa

human resources by providing employees with an opportunity to experience working overseas early in their careers. Upon their return, the employees participate in debriefing meetings. This approach helps to convey information about local issues and conditions to Sysmex in Japan. A total of 38 people had taken part in this program as of March 31, 2016.

## Opening the Global Communication Center (GCC) as a New Place for Human Resource Development and Exchange

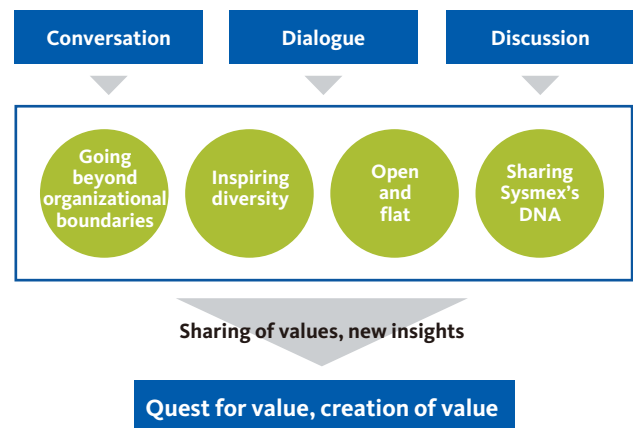
In April 2015, we opened the Global Communication Center, equipped with accommodation facilities, as a new place to encourage human resource development and exchange.

The center is designed to encourage free and open discussion among people whose cultures and values are diverse, and to foster the expansion of personal networks. The center has a discussion area with a flexible layout, and an open space where people can sit in circles for discussions.

At the GCC, we conduct new employee training and training for employees based on Sysmex's human resource development system, as well as cross-divisional study sessions and joint retreats for global personnel. We also invite people from outside the Company with a diverse range of values, so the center serves as a place for enhancing communication.

By cultivating and fostering interaction among the global human resources of the future, Sysmex aims to encourage teamwork and create new value that puts the Sysmex Way into practice.

### Global Communication Center



**Hajime Naruse**  
Manufacturing  
Technology Department  
Manufacturing  
Management Division

#### Comments from an Employee Participant in the Global Apprentice Program

I applied for the Global Apprentice Program because I had past experience with a new factory construction project, which I hoped to make use of in the new expansion of our U.S. factory. The experience I gained there helped me to grow personally; it also strengthened my network with local employees, which has made my work easier since returning to Japan.



**Liyana Binti Mohd Yazid**  
Business Development  
Department  
UB-Product Engineering  
Division

#### Comments from an Employee Who Used the GCC

I underwent new employee training at the GCC. The facility made it possible for people to gather naturally, creating an atmosphere that encouraged communication among the trainees. There were ping pong tables where we could enjoy a refreshing break when we weren't in training. The scenery surrounding the GCC was nice, and some trainees took advantage of the location to go jogging in the mornings.

# Global

## Helping to Resolve Global Healthcare Issues

### Helping to Raise the Quality of Testing in Emerging Markets and Developing Countries

Sysmex is working with governments and academic societies in Asia's emerging markets and developing countries to provide external quality control\*1, promote the standardization of testing and help raise the quality of local healthcare. In fiscal 2015, we signed a new agreement with Mongolia's Ministry of Health and Sports to support activities aimed at creating external quality controls and a standard laboratory\*2 to enhance the quality of testing of infectious diseases in the immunochemistry testing field. We also signed an agreement with Cambodia's Ministry of Health related to scientific support activities.

\*1 A method under which the same specimens (such as artificially produced blood) are distributed to multiple clinical laboratories, and the measurement results obtained are analyzed using statistical methods, thereby allowing the precision of individual laboratories' measurement results to be evaluated. The results are provided as feedback to these laboratories, helping to increase the quality of testing.

\*2 A model clinical laboratory for a region or country that serves a central laboratory role.

In addition, Sysmex South Africa provides training on how to operate laboratories in accordance with ISO 15189\*3 international standard to help ensure the work quality of laboratories in African countries. In fiscal 2015, the company provided this support to a laboratory in Zimbabwe.

\*3 An international standard that defines requirements for quality and competence by medical laboratories

Through external quality control, we have contributed to the standardization of testing in

**6** countries

China, the Philippines, Mongolia, Thailand, Cambodia and Myanmar (As of March 31, 2016)



Signing ceremony with the Mongolian Ministry of Health and Sports



Hospital laboratory supported by Sysmex South Africa (Zimbabwe)

### Strengthening Our Lineup of Urinalysis Products

Throughout the world, demand for urinalysis is increasing, as this type of testing provides a variety of physical information while placing a relatively small physical and economic burden on patients. In September 2015, Sysmex launched its UF-5000/4000/3000 fully automated analyzers of formed elements in urine. These instruments offer enhanced performance and an extended range of testing parameters, compared with conventional models. Furthermore, in January 2016 we introduced the UD-10 fully automated imaging unit for formed elements in urine. Through a business alliance with EIKEN CHEMICAL CO., LTD., we also began selling the UC-3500 fully automated urine chemistry analyzer (in overseas markets), the first under our own brand. These products, which employ the modular concept, can be combined with other instruments to meet diverse urinalysis needs.

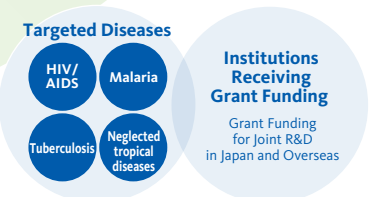


UD-10 fully automated imaging unit for formed elements in urine (left)  
 UF-5000 fully automated analyzer of formed elements in urine (center)  
 UC-3500 fully automated urine chemistry analyzer (right)

### Helping to Resolve Healthcare Issues in Developing Countries

To date, Sysmex has created testing technologies and developed products for HIV, malaria and other diseases in an effort to help diagnose infectious diseases in emerging markets and developing countries. In fiscal 2015, Sysmex decided to participate in the GHIT Fund, which states its vision as "one in which the crushing burden of infectious disease no longer prevents billions of people in the developing world from seeking the level of prosperity and longevity now common in the industrialized world," becoming the only manufacturer of diagnostic reagents to do so. Going forward, we aim to continue working to address healthcare issues throughout the world through our business activities.

#### GHIT Fund Framework





# Japan



## Lowering Environmental Impact by Improving Logistics Processes

As Sysmex's global business continues to expand, it is reviewing its logistics processes and systems as distribution grows increasingly diverse and moving forward with packaging reforms. Such measures include shifting the overseas shipment of products from air to sea transport, optimizing product package sizes, conducting thorough loading simulations to increase container loading efficiency and working to reduce CO<sub>2</sub> emissions. In fiscal 2015, we shifted our mode of shipping immunochemistry reagents to China from aircraft to ship, using reefer containers\*. This move reduced CO<sub>2</sub> emissions (per unit of sales) by 48% compared with fiscal 2010 levels. We are also working to reduce waste, and we have introduced reusable packaging that has decreased cardboard waste by 20 tons per year.

\* A container with equipment to maintain its internal temperature at a specified level



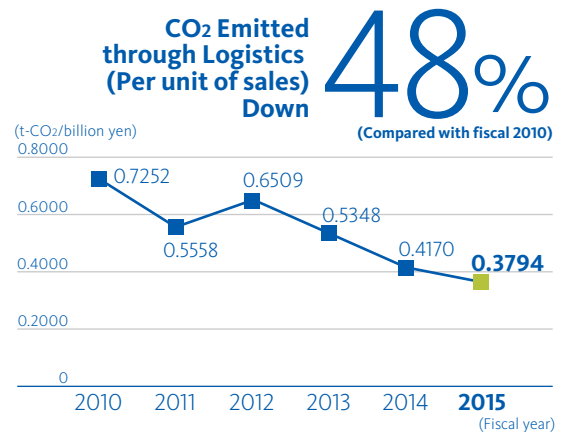
Reefer container



Cardboard packaging



Reusable packaging



## Contributing to Healthcare by Funding University Courses

Since fiscal 2004, Sysmex has contributed funds to a course of assessment of clinical testing at the Kobe University Graduate School of Medicine and promoted joint research on new clinical testing technologies. This course is currently collaborating with Sysmex's Central Research Laboratories on the development of highly precise yet simple diagnosis technologies for determining the risk of cardiovascular disease by evaluating the function of high-density lipoproteins. We will continue researching laboratory medicine based on scientific evidence, thereby continuing R&D initiatives aimed at the establishment of new testing technologies and the commercialization of technologies. At the same time, we will continue with our support for local universities and other community contributions.



Activity report



Cleanup activities

### Results of the Social Contribution Point Program in Fiscal 2015

**Approximately 31% of Group employees in Japan participated, a total of 1,042 people. A total of ¥1,265,500 was donated, corresponding to 12,655 points.**

**Study materials for children: enough for 440 children**  
**Nutrient powder: 62,250 packages**  
**Polio vaccines: 34,560**

## Encourage Employee Volunteer Activities

Sysmex encourages employee volunteer activities by a Social Contribution Point Program. Under this program, employees can register points after participating in volunteer efforts in private or social contribution activities held by the Company. The Company then makes contributions according to the total number of points registered by employees every year. In fiscal 2015, employees participated in cleanup activities, donation of second-hand books and other activities. As a result, the Company donated about ¥1.26 million to children in developing countries, exceeding the ¥0.97 million donated in fiscal 2014.

## Americas



### Improving Customer Satisfaction by Launching an Educational Support Site

Sysmex America has striven over many years to provide extensive support to its customers. Evincing its success, the company ranked top among manufacturers of hematology analyzers in an IMV ServiceTrak survey (sponsored by IMV) of customer satisfaction for 16 consecutive years. In addition, in February 2016 Sysmex launched a new educational support site for healthcare professionals, providing recent clinical information to aid in patient diagnosis and treatment.



Educational support site for healthcare professionals: Clinical Education for Clinicians

### Customer Satisfaction Survey Ranks Sysmex America

**No. 1** for 16 Consecutive Years

### Selected for the Companies That Care Honor Roll



Sysmex America was selected for the Companies That Care Honor Roll 2016, sponsored by Companies That Care, a U.S. nonprofit organization. Every year since 2009, Sysmex America has been selected for this honor roll, which identifies companies of excellence in a variety of areas, such as cultivating leaders, employee compensation, extensive welfare, work-life balance, a pleasant working environment and volunteer activities in the region.

## EMEA\*



\* Europe, the Middle East and Africa

### Expanding an Environmentally Conscious Reagent Factory

To meet growing demand in the EMEA region, in fiscal 2015 we expanded our reagent factory in Germany, increasing production capacity to 1.5 times its former level. To reduce energy use and CO<sub>2</sub> emissions at the factory, we installed solar panels and an ice thermal storage system\*, a seasonal thermal storage climate control system that makes use of natural energy.

\* With this type of system, ice produced in the ground in winter is used in the summer for cooling. In winter, geothermal water, which is warmer than the ambient air, is used to supply heat.

Reagent factory in Germany



### Promoting a Comfortable Working Environment

Sysmex Europe supports various employee working styles, such as flextime and systems of shortened working hours. The company also provides child-care allowances for working parents with children aged three or younger. It also concentrates on employee health management by providing a training room and other facilities, and invites sports professionals and dieticians to provide advice. The company is working to enhance its health management program.

Selected as a "Great Place to Work" for three consecutive years

## China



### Striving to Boost Customer Satisfaction

Sysmex Shanghai conducted a customer satisfaction survey in fiscal 2015. To gather comments from as many customers as possible, in addition to communicating directly with customers the company conducted an online survey, attracting opinions from some 1,500 customers. The survey showed that customers gave Sysmex Shanghai high marks in a number of categories, including after-sales service, and that customers had additional expectations and requests in such areas as periodic maintenance. Based on the results of this survey, the company will work to increase customer satisfaction levels further going forward.



Sysmex Shanghai call center

## Gathering Customer Comments through Direct Dialogue and on Line

### Cooperating with Hospitals on Research into Early Detection of Infectious Diseases



HISCL-5000 being used for joint research

Sysmex's HISCL-Series fully automated immunoassay system is used broadly for diagnosing infectious and other diseases and monitoring their courses of treatment, playing an important role in the early detection and treatment of disease. In fiscal 2015, Sysmex Shanghai began working with local hospitals, using the HISCL-Series in joint research toward the early detection of syphilis.

## Asia Pacific



### Providing Tools to Raise Awareness of Hemophilia\*

In fiscal 2015, Sysmex Taiwan and Hemophilia Association of Taiwan cooperated in producing a scientific handbook in traditional Chinese related to hemophilia and materials that provided an easy-to-understand explanation of recent trends on the treatment of hemophilia. The company donated these materials to the association and distributed them at events. The company also donated these materials to 10 hemophilia centers throughout the country, where they are being used in awareness activities.

\* A disorder occurring in people born with insufficiency of a protein that causes blood to clot

## Enhancing Awareness Tools in Response to Local Needs



Hemophilia handbook

### Cooperating in Activities Aimed at Improving Hemophilia Treatment



Workshop underway

Sysmex Asia Pacific is participating in the Twinning Program\* of the World Federation of Hemophilia in the aim of improving hemophilia treatment in emerging markets. In September 2015, the company participated in a workshop held in Yangon, Myanmar, using Sysmex instruments to provide training.

\* This program aims to improve hemophilia care in emerging markets by forming partnerships between hemophilia-related organizations and healthcare facilities in advanced countries and emerging markets, promoting the ongoing accumulation of knowledge.



# Corporate Information

## Corporate Overview

(As of March 31, 2016)

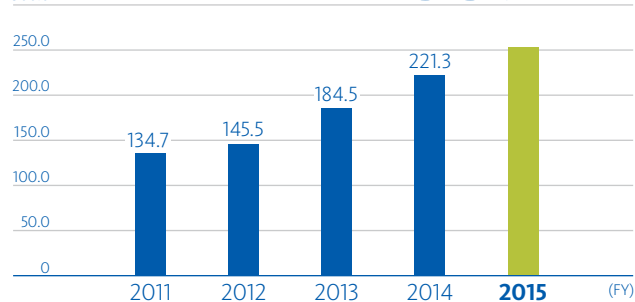
<b>Company name</b>	Sysmex Corporation
<b>Established</b>	February 20, 1968
<b>Paid-in capital</b>	¥11,016 million
<b>Representative</b>	Hisashi Ietsugu, Chairman and CEO

<b>Head Office</b>	1-5-1, Wakinohama-Kaigandori, Chuo-ku, Kobe 651-0073, Japan
<b>Line of business</b>	Development, manufacture, sales, and export/import of laboratory testing instruments, reagents, and related software

### Net sales

(¥ billion)

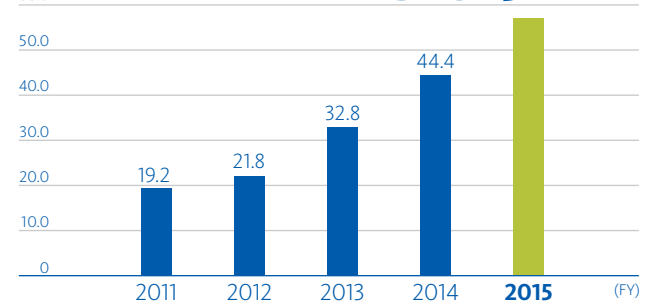
¥253.1 billion



### Operating income

(¥ billion)

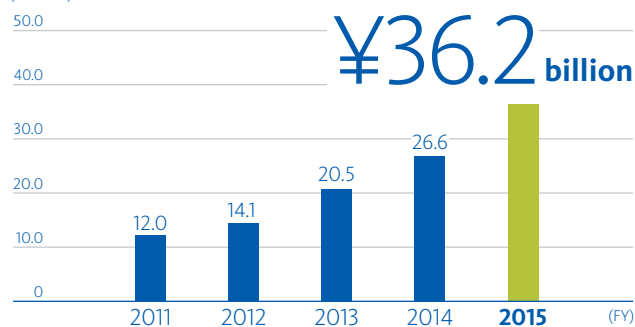
¥56.9 billion



### Net income

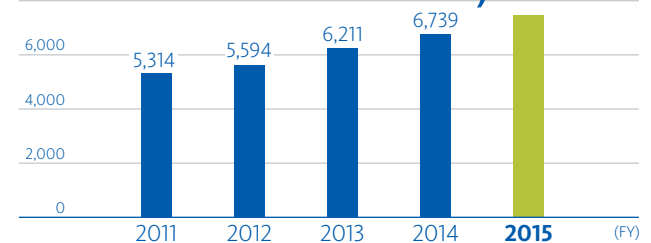
(¥ billion)

¥36.2 billion



### Number of employees

7,446



Note: Including contract workers and part-time employees

## Information Available on the Website

### Comprehensive Information Provided on the CSR Site

Systemx CSR



### Message from the Chairman and CEO

#### Sysmex's CSR Activities

- CSR Management
- Mid-Term CSR Plan
- Results of Dialogue with Stakeholders
- CSR Data
- External Evaluation

#### Corporate Governance

#### Compliance

#### Risk Management

#### 2016 CSR Activity Highlights

- Highlight 1** Accelerating the Advancement of Healthcare by Gathering Knowledge and Technologies from Both Inside and Outside the Company
- Highlight 2** Creating New Value through Global Human Resource Development and Exchange

### Involvement with Stakeholders

- Involvement with Customers
  - Ensuring Quality and Safety
  - After-Sales Support/Scientific Activities
  - Stable Supply
  - Enhancing Customer Satisfaction and Third-Party Evaluations
  - Contributing to Resolution of Healthcare Issues
- Involvement with Shareholders
- Involvement with Business Partners
- Involvement with Employees
  - Respecting Human Rights
  - Employee Evaluation, Treatment, and Human Resource Development
  - Promoting Diversity
  - Respecting Workers' Rights
  - Considering Safety and Health

### Corporate Citizenship Activities

- Policy on Corporate Citizenship Activities and Philanthropy
- Activities to Promote a Healthy Society
- Contributing to Local Communities
- Promoting Employees' Social Contribution Activities

## Net Sales by Destination/ Regional Subsidiaries and Affiliates

## Employees by Region



Japan



¥39.8 billion  
10 companies



3,339



Americas



¥59.8 billion  
9 companies



1,029



EMEA\*  
\*Europe, the Middle East and Africa



¥68.2 billion  
27 companies



2,006



China



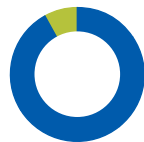
¥65.1 billion  
4 companies



492



Asia Pacific



¥20.1 billion  
13 companies



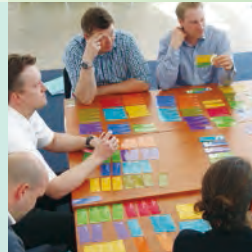
580

### Environmental Conservation Activities

- Environmental Management Initiatives
- Environment Friendliness in Product and Service Life Cycles
- Environmentally Conscious Operation
- Other Environmental Conservation Activities
- Green Procurement
- Performance Data

### Sysmex Sustainability Report

### Guideline Comparative Table



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**Sysmex Corporation**

1-5-1, Wakinohama-Kaigandori, Chuo-ku, Kobe 651-0073, Japan  
Tel +81-78-265-0500 Fax +81-78-265-0524

[www.sysmex.co.jp](http://www.sysmex.co.jp)