

Performance Data

Social Data

Employees

▶ “Creating an Attractive Workplace” Based on the Status of Sustainability Targets

Human Capital

1. Ethics and Compliance

	Item	Unit	Scope	Fiscal 2020	Fiscal 2021	Fiscal 2022
Types and number of complaints made	Number of internal reports of incidents received	Cases	Group	12	28	21
Types and number of disciplinary actions	Number of unethical incidents	Cases	Group	5	14	9
Percentage of employees receiving ethics and compliance training *		%	Sysmex Corporation	90% or higher	90% or higher	90% or higher

* Global compliance training is provided to all employees

2. Cost

	Item	Unit	Scope	Fiscal 2020	Fiscal 2021	Fiscal 2022
Total labor cost *		million yen	Sysmex Corporation	26,639	29,083	32,697

* Total cost allocated by the Company for the workforce (including employees, executives, and temporary employees)

3. Diversity

	Item	Unit	Scope	Fiscal 2020	Fiscal 2021	Fiscal 2022
Age	60 or older	%	Sysmex Corporation	5.6	6.0	6.8
	50 to 59	%	Sysmex Corporation	20.6	21.2	23.2
	40 to 49	%	Sysmex Corporation	34.4	32.9	31.9
	30 to 39	%	Sysmex Corporation	27.0	27.9	26.9
	20 to 29	%	Sysmex Corporation	12.5	11.9	11.1
	15 to 19	%	Sysmex Corporation	0.0	0.1	0.1
Gender	Percentage of female employees	%	Sysmex Corporation	41.7	41.7	42.2
People with disabilities	Percentage of employees with disabilities	%	Group companies in Japan	2.3	2.3	2.3
Function	Sales	%	Sysmex Corporation	14.8	14.5	13.3
	Service	%	Sysmex Corporation	7.4	7.2	6.9
	SCM	%	Sysmex Corporation	2.0	2.0	1.9
	R&D	%	Sysmex Corporation	33.7	34.3	32.7
	Business Development	%	Sysmex Corporation	11.1	10.0	8.3
	Corporate	%	Sysmex Corporation	12.7	12.0	11.1
	RA/QA	%	Sysmex Corporation	2.8	2.9	2.6
Nationality	Manufacturing	%	Sysmex Corporation	15.6	17.1	23.2
	Percentage of employees with foreign citizenship	%	Sysmex Corporation	3.5	3.3	2.8
Type of recruitment	Newly graduated recruits	%	Sysmex Corporation	53.7	52.3	49.1
	Mid-career hires	%	Sysmex Corporation	35.0	36.8	37.7
	Others (reemployed workers, employees on loan, employees whose status has been changed, and employees transferred to other Group companies)	%	Sysmex Corporation	11.3	10.9	13.2
	Percentage of female executives	%	Sysmex Corporation	4.3	8.7	8.3
Management diversity	Percentage of executives with foreign citizenship	%	Sysmex Corporation	13.0	13.0	16.7
	Percentage of executives who joined as mid-career hires	%	Sysmex Corporation	47.8	52.2	54.2

	Item	Unit	Scope	Fiscal 2020	Fiscal 2021	Fiscal 2022	
Percentage of female/male new employees	Newly graduated recruits	Men	%	Sysmex Corporation	67.3	63.0	62.0
		Women	%	Sysmex Corporation	32.7	37.0	38.0
	Mid-career hires	Men	%	Sysmex Corporation	86.0	74.0	75.0
		Women	%	Sysmex Corporation	14.0	26.0	25.0
Female manager ratio *1		%	Sysmex Corporation	7.9	8.7	10.1	
Female next-generation manager rate *2		%	Sysmex Corporation	21.8	22.4	23.7	
Rate of mid-career hires in managerial posts		%	Sysmex Corporation	40.0	40.0	41.7	
Salary comparison between men and women *3	All employees	Total annual salary	%	Sysmex Corporation	54.7	54.8	56.2
	Regular employees (employees in managerial posts and general employees)	Total annual salary	%	Sysmex Corporation	69.5	71.4	72.1
		Total annual salary	%	Sysmex Corporation	40.2	37.0	39.6
	Nonregular employees (contract and part-time employees)	Total annual salary	%	Sysmex Corporation	40.2	37.0	39.6
		Total annual salary	%	Sysmex Corporation	40.2	37.0	39.6
	Employees in managerial posts	Base salary	%	Sysmex Corporation	95.7	97.7	94.9
		Total annual salary	%	Sysmex Corporation	95.6	95.8	93.1
General employees	Base salary	%	Sysmex Corporation	85.5	88.5	88.7	
	Total annual salary	%	Sysmex Corporation	76.3	79.5	80.1	

*1 Ratio of women at director level or above

*2 Ratio of women at subsection chief or leader level

*3 Proportion of women's salary to men's salary

4. Leadership

	Item	Unit	Scope	Fiscal 2020	Fiscal 2021	Fiscal 2022
Confidence in leadership	Percentage of positive responses to confidence in leadership in the corporate culture survey *	%	Sysmex Corporation	54.0	57.0	58.0

* Percentage having a confidence score in executives and managerial posts of 4 or 5

5. Organizational Culture

	Item	Unit	Scope	Fiscal 2020	Fiscal 2021	Fiscal 2022
Engagement	Percentage of positive responses to engagement in the corporate culture survey *1	%	Sysmex Corporation	54.0	57.0	57.0
	Percentage of positive responses to the Sysmex Way in the corporate culture survey *2	%	Sysmex Corporation	71.0	68.0	69.0
	Percentage of positive responses to well-being in the corporate culture survey *3	%	Sysmex Corporation	53.0	56.0	56.0
	Corporate culture survey response rate	%	Sysmex Corporation	86.0	89.0	92.0
Promotion of diverse working styles and “smart work”	Percentage of employees returning after childcare leave	%	Sysmex Corporation	100.0	100.0	100.0
	Percentage of men taking childcare leave	%	Sysmex Corporation	33.0	57.1	62.0

*1 Percentage having an engagement score of 4 or 5

*2 Percentage having a Sysmex Way score of 4 or 5

*3 Percentage having a well-being score of 4 or 5

6. Health, Safety, and Well-being

	Item	Unit	Scope	Fiscal 2020	Fiscal 2021	Fiscal 2022
Lost work day rate *1		—	Sysmex Corporation	0.06	0.05	0.06
Lost-time injuries frequency rate *2		—	Sysmex Corporation	0.67	0.49	0.75
Work-related deaths *3		people	Sysmex Corporation	0	0	0
Work-related injuries and illnesses		people	Sysmex Corporation	2	4	5
Participation rate in disaster drills		%	Sysmex Corporation	98.4	98.6	99.4
Total annual working hours *4		hours	Japan	2,030	2,034	2,020
Total workdays lost		days	Sysmex Corporation	336	326	377
Total actual number of working hours		hours	Sysmex Corporation	5,987,268	6,125,461	6,624,722
Employees taking childcare leaves	Women	people	Sysmex Corporation	32	36	31
	Men	people	Sysmex Corporation	27	36	49
Employees working shorter hours for childcare	Women	people	Sysmex Corporation	129	138	148
	Men	people	Sysmex Corporation	1	1	5
Percentage of employees returning after childcare leaves	Women	%	Sysmex Corporation	100.0	100.0	100.0
	Men	%	Sysmex Corporation	100.0	100.0	100.0

Item	Unit	Scope	Fiscal 2020	Fiscal 2021	Fiscal 2022
Employees taking accumulated paid leave	people	System Corporation	84	106	123
Children in in-house daycare center	Total during year	people	17	25	21
	At fiscal year-end	people	17	25	19
Reemployment of personnel leaving for reasons of childcare or nursing care	New registrants	people	3	0	0
	Employees reemployed	people	0	0	1
Percentage of reemployment	%	System Corporation	0.0	0.0	0.0
Percentage of employees having regular health checkups	%	System Corporation	100.0	100.0	100.0
Percentage of employees having thorough examinations through regular health checkups (i.e., percentage of employees having secondary examinations)	%	System Corporation	25.5	39.1	39.4
Percentage of employees receiving specific health guidance (i.e., percentage of employees with high health risks receiving health guidance)	%	System Corporation	10.4	8.6	7.9
Percentage of employees taking sick leaves (mental or physical) ^{*5}	%	System Corporation	1.8	2.9	2.5

*1 Hours lost due to work-related accidents (lost work day rate) = (Total hours lost due to injuries and illnesses during the period/total working hours expected for the period) × 1,000 hours

*2 Incidence of work-related accidents (lost-time injuries frequency rate) = (number of work-related accidents during the period/total working hours of employees during the period) × 1 million hours

*3 Work-related death rate = (number of fatal work-related accidents/total number of employees) × 100

*4 Total annual hours worked per employee

*5 Excluding employees under maternity health management

7. Productivity

Item	Unit	Scope	Fiscal 2020	Fiscal 2021	Fiscal 2022	
EBIT (Earnings Before Interest and Taxes), sales, and profit per employee	Value-added productivity per employee ^{*1}	million yen	System Corporation	22	25	28
EBIT, sales, and profit per employee	Sales per employee ^{*2}	million yen	System Corporation	52	60	58
	EBIT per employee ^{*3}	million yen	System Corporation	9	11	14
	Operating profit per employee ^{*5}	million yen	System Corporation	9	11	14
RoI of human capital	Added value	million yen	System Corporation	65,879	76,438	97,920
	Rate of increase or decrease in real human capital investment ^{*6}	%	System Corporation	2.0	1.1	4.7
	RoI of human capital ^{*7}	%	System Corporation	109.8	123.2	155.7

*1 Value-added productivity per employee = Added value/average number of employees

*Systemex monitors value-added productivity to quantitatively track value created by human capital.

*2 Sales per employee = Sales/average number of employees during the period

*3 EBIT per employee = Current net income before tax + interest paid - interest received/average number of employees during the period

*4 Operating profit per employee = operating profit/average number of employees during the period

*5 Added value = Operating profit + total labor cost + depreciation

*6 Rate of increase or decrease in real human capital investment = rate of increase in employees × labor share

*Systemex monitors the rate of increase or decrease in real human capital investment to track real investment in human capital to balance the number of employees and their pay.

*7 RoI of human capital = Operating profit/labor cost

Labor cost = Prime cost + sales and administration cost

8. Employment, Transfer, and Turnover

Item	Unit	Scope	Fiscal 2020	Fiscal 2021	Fiscal 2022	
Average days necessary for employment	Average days necessary for employment of newly graduated recruits	days	System Corporation	32	32	38
	Average days necessary for employment of mid-career hires	days	System Corporation	—	—	161
Days necessary to fill important positions	days	System Corporation	—	0	0	
Percentage of internal appointments	Percentage of internal appointments ^{*1}	%	System Corporation	68.3	71.8	66.6
Percentage of internal appointments to important positions	Percentage of internal appointments to GG4 or higher positions ^{*2}	%	System Corporation	62.5	100.0	100.0
Turnover ratio	%	System Corporation	2.9	3.2	3.4	
Turnover	people	System Corporation	55	72	71	
Newly graduated recruits	Total	people	System Corporation	52	63	104
	Men	people	System Corporation	35	40	64
	Women	people	System Corporation	17	23	40
	Non-Japanese	people	System Corporation	3	8	13
Mid-career hires	Total	people	System Corporation	76	85	108
	Men	people	System Corporation	65	65	81
	Women	people	System Corporation	11	20	27
	Non-Japanese	people	System Corporation	7	5	1

Item	Unit	Scope	Fiscal 2020	Fiscal 2021	Fiscal 2022	
Promotions to regular employees	Total	people	System Corporation	21	33	31
	Contract employees	people	System Corporation	18	18	16
	Temporary employees	people	System Corporation	3	15	15
Number of interns accepted	Total	people	System Corporation	594	952	811
	Non-Japanese	people	System Corporation	0	0	5

*1 Proportion of internal appointments = (number of internally appointed employees/total number of appointed employees) × 100
Internal appointments (number of transferred employees) = Number of transferred employees = Number of employees transferred between divisions + number of employees transferred between functions + total number of employees promoted and demoted
*Counting employees internally transferred as appointments to necessary positions.
Total number of appointments = number of transferred employees + number of mid-career hires + number of newly graduated recruits

*2 GG4 or higher positions: Global key positions
(GG: Abbreviation for global grade, a globally unified grade)

9. Skills and Competence

Item	Unit	Scope	Fiscal 2020	Fiscal 2021	Fiscal 2022	
Total human resources development and training cost	Total human resources development and training cost	million yen	System Corporation	161	202	266
	Training cost per employee	thousand yen	System Corporation	63	77	92

10. Workforce

Item	Unit	Scope	Fiscal 2020	Fiscal 2021	Fiscal 2022		
Total number of employees ^{*1}	people	System Corporation	2,740	2,804	3,168		
Total number of employees (full-time and part-time employees)	Full-time employees	people	System Corporation	2,419	2,493	2,822	
	Part-time employees	people	System Corporation	321	311	346	
Full-time equivalent (FTE)	FTE	System Corporation	2,674	2,750	3,079		
Average age	years old	System Corporation	41.9	41.7	42.3		
Average number of years of employment	years	System Corporation	13.0	12.6	12.6		
Average annual salary	thousand yen	System Corporation	7,390	8,355	8,432		
Number of Group employees	Japan	Men	people	—	2,180	2,220	2,323
		Women	people	—	1,646	1,668	1,750
		Total	people	—	3,826	3,888	4,073
	Americas	Men	people	—	769	846	934
		Women	people	—	488	495	574
		Total	people	—	1,257	1,341	1,508
	EMEA ^{*2}	Men	people	—	1,446	1,526	1,598
		Women	people	—	1,227	1,294	1,341
		Unaggregated	people	—	—	—	118
	Total	Men	people	—	2,673	2,820	2,941
		Women	people	—	520	514	516
		Total	people	—	262	265	284
	China	Men	people	—	782	779	800
		Women	people	—	602	619	683
		Total	people	—	370	365	401
	Asia Pacific	Men	people	—	972	984	1,084
		Women	people	—	—	—	—
		Total	people	—	9,510	9,812	10,522
Percentage of men and women in the Group	Japan	Men	%	—	57.0	57.1	57.0
		Women	%	—	43.0	42.9	43.0
	Americas	Men	%	—	61.2	63.1	61.9
		Women	%	—	38.8	36.9	38.1
	EMEA ^{*3}	Men	%	—	54.1	54.1	54.3
		Women	%	—	45.9	45.9	45.6
	China	Men	%	—	66.5	66.0	64.5
		Women	%	—	33.5	34.0	35.5
	Asia Pacific	Men	%	—	61.9	62.9	63.0
		Women	%	—	38.1	37.1	37.0
	Overseas employee ratio	%	Group	—	59.8	60.4	61.3

*1 Excluding temporary employees

*2 The total of male and female employees may not equal the total number of employees because the number of employees by gender is based on the aggregation of employees who reported their gender.

*3 The total of the percentages of male and female employees may not equal 100% because the number of employees by gender is based on the aggregation of employees who reported their gender.

Performance Data

ISO 30414 Certification



Independent Auditors Report

To all the stakeholders of Sysmex Corporation

HC Produce Inc. has audited the data, statements, systems, and strategies for Human Capital reporting in the fiscal year of 2022 by Sysmex Corporation (Sysmex, non-consolidated) from June to July 2023.

HC Produce Inc. conducted conformance assessment audit in accordance with the Human Capital Reporting guideline of ISO 30414 with the validity until the October 16th, 2026. The audit includes interviews with Sysmex's leadership and management teams of each metric, assessment of Sysmex's data contents, guidelines and systems, assessment of Sysmex's statements clarifying strategies and internal guidelines, and assessment of Sysmex's external and internal reports for each metric of ISO 30414.

In our opinion, the data, statements, systems, and strategies referred to above fairly, in all material respects, the position of Sysmex as of 16th October 2023 results of their managements of Human Capital reporting, ended in conformance with ISO 30414.



保坂 駿介

HC Produce Inc.
CEO Shunsuke Hosaka
October 16th 2023

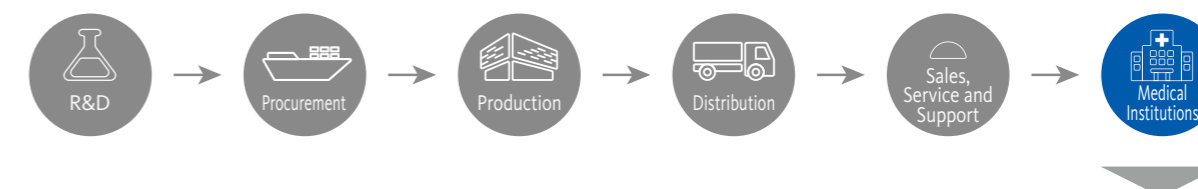
Performance Data

Environmental Data

Material Balance[※]

INPUT			
	Fiscal 2020	Fiscal 2021	Fiscal 2022
Electricity (thousand kWh)	48,158	49,055	53,877
City gas (thousand m ³)	1,212	1,238	1,542
LPG (t)	16	19	17
LNG (t)	0	0	0
Heavy oil (kL)	0	0	0
Kerosene (kL)	1	1	1
Diesel oil (kL)	13	0	19
Gasoline for fleet in Japan (kL)	518	502	3,116
Diesel for fleet in Japan (kL)	10	8	809
Water use volume (thousand m ³)	452	487	501
Office paper (t)	30	28	34
PRTR (t)	0	0	0

Sysmex's Business Activities



OUTPUT			
	Fiscal 2020	Fiscal 2021	Fiscal 2022
Greenhouse gas emissions (Scope 1) (t-CO ₂)	4,034	4,023	12,888
Greenhouse gas emissions (Scope 2) (t-CO ₂)	15,476	15,901	15,017
Greenhouse gas emissions (Scope 3) (t-CO ₂)	—	412,714	437,714
Waste emissions (t)	2,529	2,796	3,646
Recycling rate (%)	78	79	80
Wastewater volume (thousand m ³)	270	273	303
PRTR (t)	0	0	0

※ The scope of target business sites expanded in fiscal 2022.

Performance Data

Environmental Performance Data

Item	Content		Unit	Fiscal 2016	Fiscal 2017	Fiscal 2018	
INPUT	Energy consumption	Consumption of non-renewable energy	Electricity (non-renewable)	1,000 kWh	37,193	38,399	40,670
			City gas	1,000 m ³	1,474	600	1,097
			LPG	t	21	24	19
			LNG	t	0	0	57
			Heavy oil	kL	0	35	0
			Kerosene	kL	31	29	29
			Diesel oil	kL	21	17	38
	Consumption of renewable energy	Electricity (renewable)	1,000 kWh	210	1,302	1,288	
	Consumption of other non-renewable energy	Gasoline (fleet)	kL	734	689	619	
		Diesel oil (fleet)		GJ	23	18	
Total consumption			GJ	467,211	443,548	488,089	
Water use volume	Groundwater	1,000 m ³	58	53	65		
	Purchased water		348	365	384		
	Total volume		406	418	449		
Amount of office paper used			t	42	45	38	
PRTR input			t	0	0	0	
OUTPUT	Greenhouse gas emissions Scope 1 ^{**3}	CO ₂ emissions of energy consumption from stationary combustion sources	t-CO ₂	3,559	1,749	2,964	
		CO ₂ emissions from fleet		1,768	1,661	1,483	
		Total emissions		5,327	3,410	4,447	
	Greenhouse gas emissions Scope 2 ^{**3}	Total emissions	t-CO ₂	19,201	20,438	19,385	
	Scopes 1 + 2	Total emissions	t-CO ₂	24,528	23,848	23,832	
	Greenhouse gas emissions Scope 3 ^{**3}	CO ₂ emissions of Upstream transportation and distribution	t-CO ₂	19,573	16,711	21,571	
Waste emissions	Total emissions		t	2,106	1,482	2,255	
	Total emissions (excluding sales offices in Japan)		t	1,436	1,361	2,117	
	Waste used for material recycling			814	1,044	1,264	
	Recycled waste (including energy recovery)			1,309	1,213	1,617	
	Total amount of waste disposal			128	148	500	
	Material recycling rate		%	57	77	60	
	Recycling rate (including energy recovery)		%	91	89	76	

Fiscal 2019	Fiscal 2020	Fiscal 2021	Fiscal 2022	Fiscal 2022 Coverage ^{**2}	Scope ^{**1}	Calculation Method and Other Note		
44,551	42,287	42,970	45,188	95%	Major business locations, instrument factories, reagent factories, sales offices, and other business sites in Japan; major business locations, factories, and other business sites in other countries			
1,108	1,212	1,238	1,542					
19	16	19	17					
0	0	0	0					
0	0	0	0					
24	1	1	1					
24	13	0	19					
6,704	5,871	6,085	8,688					
604	518	502	3,116					
10	10	8	809					
542,184	516,936	524,686	688,589				Total consumption = Σ (consumption by energy type × conversion factor ^{**4})	
75	86	96	90			72%	Major business locations, instrument factories, reagent factories in Japan; major business locations, factories, and other business sites in other countries	Groundwater intake
437	366	391	410					
512	452	487	501					
36	30	28	34	30%	Major business locations, instrument factories, reagent factories in Japan			
0	0	0	0	37%	Major business locations, instrument factories, reagent factories, sales offices, and other business sites in Japan	The amount of PRTR substances handled at business sites that handle chemicals in Japan		
2,665	2,807	2,836	3,560	95%	Major business locations, instrument factories, reagent factories, sales offices, and other business sites in Japan; major business locations, factories, and other business sites in other countries	Emissions = Σ (fuel consumption × CO ₂ emission factor ^{**4})		
1,428	1,227	1,187	9,328					
4,093	4,034	4,023	12,888					
21,710	15,476	15,901	15,017			Emissions = Σ (purchased electricity consumption × CO ₂ emission factor ^{**5}) + Σ (purchased steam consumption × CO ₂ emission factor ^{**4})		
25,803	19,510	19,924	27,905					
18,547	16,691	26,033	21,698	—	Sysmex Corporation	Emissions = Σ (freight weight × transport distance × CO ₂ emissions intensity ⁶) Shipment in Japan: CO ₂ emissions due to physical distribution from warehouses in Japan to customers and others in Japan (including branches and sales offices) Overseas shipment: CO ₂ emissions due to physical distribution from warehouses in Japan to ports and airports in other countries ※ Excludes domestic shipments from headquarters parts centers (to ports and airports)		
2,722	2,529	2,796	3,646	79%	Major business locations, instrument factories, reagent factories, sales offices, and other business sites in Japan; major business locations, factories, and other business sites in other countries	Waste emissions = general waste emissions + industrial waste emissions		
2,591	2,411	2,689	3,537					
1,560	1,711	1,929	2,445			Amount of waste converted into valuables as a result of a third-party process. Includes waste converted into fuel (such as RPF)		
1,744	1,884	2,130	2,838			Amount of waste reused, used for material recycling, or used for energy recovery (thermal recycling)		
847	527	559	699			Total amount of waste disposal = total emissions - recycled waste (including energy recovery)		
60	71	72	69					
67	78	79	80					

Item	Content		Unit	Fiscal 2016	Fiscal 2017	Fiscal 2018
OUTPUT	Wastewater volume	Total emissions	1,000 m ³	189	273	292
	PRTR output	Emissions	t	0	0	0
		Transfers		0	0	0
Compliance	Violations of environmental regulations (e.g., air and water pollution)	Total amount of large fines	100 million yen	0	0	0
		Number of sanctions other than fines	Cases	0	0	0
	Significant spills and losses of chemical substances	Total number of cases	Cases	0	0	0
		Total leakage volume	t	0	0	0

- ※ 1 The results for each fiscal year represent the total results of the target business sites for the fiscal year. The scope of target business sites expanded in fiscal 2022. Listed below are the target business sites for fiscal 2022.
Major business locations in Japan: Sysmex Corporation (Head Office, Technopark, and Solution Center)
Instrument factories in Japan: Sysmex Corporation (Kakogawa Factory and i-Square), Sysmex Medica, and Sysmex RA
Reagent factories in Japan: Sysmex Corporation (Ono Factory and Seishin Factory)
Sales offices in Japan: Sysmex Corporation (Tokyo Office and other 20 branches)
Other business sites in Japan: Sysmex Corporation (Research and Development Center and 6 other sites)
Major business locations in other countries: Sysmex Europe, Sysmex Deutschland, Sysmex America, Sysmex Shanghai, and Sysmex Asia Pacific
Major factories in other countries: Sysmex Europe, Sysmex do Brazil, Sysmex Reagents America, Sysmex India, Sysmex Asia Pacific, Jinan Sysmex Medical Electronics, Sysmex Wuxi, Sysmex Partec, Sysmex Inostics, HYPHEN BioMed, Oxford Gene Technology and Sysmex Production RUS
Other business sites in other countries: Sysmex UK, and 29 other sites
- ※ 2 Coverage is calculated based on the number of employees.

Greenhouse gas emissions (Scope 3)

Scope3	FY2022 (t-CO ₂)	Boundary
Category 1: Purchased goods and services	143,375	Sysmex major instruments, reagents, and office supplies
Category 2: Capital goods*	103,273	Entire Group
Category 3: Fuel- and energy-related activities (excluded from Scope 1 and 2)	6,422	Entire Group
Category 4: Upstream transportation and distribution	21,698	Domestic transportation and transportation from Japan to other countries
Category 5: Waste generated in operations	4,456	Entire Group
Category 6: Business travel	1,368	Entire Group
Category 7: Employee commuting	2,352	Entire Group
Category 11: Use of sold products	140,724	Sysmex major instruments
Category 12: End-of-life treatment of sold products	14,046	Sysmex major instruments, reagents, and containers
Total emissions	437,714	—

- ※ Acquisition cost of fixed assets (tangible and intangible) x CO₂ emissions intensity (the emissions intensity calculated based on [6] Emissions Unit Value by Price of Capital Goods – Secretariat in the “Emissions Unit Value Database for Accounting of Greenhouse Gas Emissions, etc., by Organizations Throughout the Supply Chain Ver. 3.3”)


Fiscal 2019	Fiscal 2020	Fiscal 2021	Fiscal 2022	Fiscal 2022 Coverage ^{※2}	Scope ^{※1}	Calculation Method and Other Note
287	270	273	303	72%	Major business locations, instrument factories, reagent factories in Japan; major business locations, factories, and other business sites in other countries	
0	0	0	0	37%	Major business locations, instrument factories, reagent factories, sales offices, and other business sites in Japan	Amount of PRTR emitted from business sites that handle chemicals in Japan
0	0	0	0			Amount of PRTR transferred from business sites that handle chemicals in Japan
0			0	100%	Major business locations, instrument factories, reagent factories, sales offices, and other business sites in Japan; major business locations, factories, and other business sites in other countries	
0			0			
0			0			
0			0			

- ※ 3 Scope 1: GHG emitted directly by company facilities, factories, and fleet
Scope 2: GHG emitted indirectly by the company due to energy use
Scope 3: GHG emitted throughout the group of businesses related to the company's products and services (the supply chain) other than Scope 1 and Scope 2 emissions
- ※ 4 Conversion factors and emission factors are based on the “Act on Promotion of Global Warming Countermeasures”.
- ※ 5 Japan: Adjusted emission factors from the list of emission factors for each electric power company released in accordance with the “Act on Promotion of Global Warming Countermeasures” (For submission in 2023)
Other countries: 2020 emission factors from the IEA Emission Factors 2022, IEA
In fiscal 2020, calculation methodology changed to the latest emission factors. The following emission factors were used previously.
• Japan (fiscal 2016–2019): Adjusted emission factors from the list of emission factors for each electric power company released in accordance with the “Act on Promotion of Global Warming Countermeasures” (For submission in 2017)
• Other countries (fiscal 2016–2017): GHG Protocol 2005
• Other countries (fiscal 2018–2019): 2016 emission factors from the Emissions from Fuel Combustion 2018, IEA
- ※ 6 Emissions intensity is based on the “Common Guidelines for the Method of Calculating CO₂ Emissions in the Logistics Field Ver. 3.1.”

Performance Data

Independent Practitioner's Assurance

In order to improve the reliability of data disclosed, Sysmex Corporation has obtained an Independent Practitioner's Assurance from Deloitte Tohmatsu Sustainability Co., Ltd. for the performance data (table below) reported in the Sysmex Sustainability Data Book 2023 in the Japanese version.

 デロイトトーマツ (TRANSLATION)	
Independent Practitioner's Assurance Report	
Mr. Kaoru Asano, President, Sysmex Corporation	October 12, 2023 Tomoharu Hase Representative Director Deloitte Tohmatsu Sustainability Co., Ltd. 3-2-3, Marunouchi, Chiyoda-ku, Tokyo
<p>We have undertaken a limited assurance engagement of the performance data for the year ended March 31, 2023 on the Independent Practitioner's Assurance page (the "Sustainability Information") included in the "Sysmex Sustainability Data Book 2023" (the "Report") of Sysmex Corporation (the "Company").</p> <p>The Company's Responsibility The Company is responsible for the preparation of the Sustainability Information in accordance with the calculation and reporting standard adopted by the Company (indicated with the Sustainability Information included in the Report). Greenhouse gas quantification is subject to inherent uncertainty for reasons such as incomplete scientific knowledge used to determine emissions factors and numerical data needed to combine emissions of different gases.</p> <p>Our Independence and Quality Control We have complied with the independence and other ethical requirements of the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants, which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behavior. We apply International Standard on Quality Control 1, <i>Quality Control for Firms that Perform Audits and Reviews of Financial Statements, and Other Assurance and Related Services Engagements</i>, and accordingly maintain a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.</p> <p>Our Responsibility Our responsibility is to express a limited assurance conclusion on the Sustainability Information based on the procedures we have performed and the evidence we have obtained. We conducted our limited assurance engagement in accordance with the International Standard on Assurance Engagements ("ISAE") 3000, <i>Assurance Engagements Other than Audits or Reviews of Historical Financial Information</i>, issued by the International Auditing and Assurance Standards Board ("IAASB"), ISAE 3410, <i>Assurance Engagements on Greenhouse Gas Statements</i>, issued by the IAASB and the <i>Practical Guideline for the Assurance of Sustainability Information</i>, issued by the Japanese Association of Assurance Organizations for Sustainability Information. The procedures we performed were based on our professional judgment and included inquiries, observation of processes performed, inspection of documents, analytical procedures, evaluating the appropriateness of quantification methods and reporting policies, and agreeing or reconciling with underlying records. These procedures also included the following:</p> <ul style="list-style-type: none"> Evaluating whether the Company's methods for estimates are appropriate and had been consistently applied. However, our procedures did not include testing the data on which the estimates are based or reperforming the estimates. Performing interviews of responsible persons and inspecting documentary evidence to assess the completeness of the data, data collection methods, source data and relevant assumptions applicable to the sites. <p>The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had we performed a reasonable assurance engagement.</p> <p>Limited Assurance Conclusion Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the Sustainability Information is not prepared, in all material respects, in accordance with the calculation and reporting standard adopted by the Company.</p> <p>The above represents a translation, for convenience only, of the original Independent Practitioner's Assurance report issued in the Japanese language.</p>	
Member of Deloitte Touche Tohmatsu Limited	

Scope of Assurance:

	Performance data	FY2022 results		Scopes and calculation methods
Society	Female managers ratio	10.1	%	Sysmex Corporation Percentage of women at director level or above (as of March 31, 2023)
Environment	Greenhouse gas emissions Scope 1 (CO ₂ emissions of energy consumption from stationary combustion sources, and CO ₂ emissions from domestic fleet)	4,931	t-CO ₂	For scopes and calculation methods, refer to page 99–page 102
	Greenhouse gas emissions Scope 2	15,017	t-CO ₂	
	Greenhouse gas emissions Scope 3 (Category 2, Capital goods)	103,273	t-CO ₂	
	Water use volume	501	thousand m ³	
	Industrial waste emissions in Japan	574	t	Major business locations, instrument factories, and reagent factories in Japan Emissions based on the "Waste Management and Public Cleansing Law"