

Performance Data

Governance Data

1. Board of Directors

	Item	Unit	Fiscal 2023	Fiscal 2024	Fiscal 2025
Composition of the Board of Directors ¹	Directors (Board Members)	Persons	12	12	12
	Independent Outside Directors	Persons	5	5	6
	Female Directors	Persons	1	1	2
Number of Board meetings		Times	18	18	17
Attendance rate of Board meetings		%	99	99	99

2. Nomination and Compensation Committees

	Item	Unit	Fiscal 2023	Fiscal 2024	Fiscal 2025
Composition of the Nomination Committee ¹	Nomination Committee Members	Persons	7	7	7
	Outside Directors	Persons	4	4	4
Number of Nomination Committee meetings		Times	2	3	5
Attendance rate of Nomination Committee meetings		%	100	100	97
Composition of the Compensation Committee ¹	Compensation Committee Members	Persons	7	7	7
	Outside Directors	Persons	4	4	4
Number of Compensation Committee meetings		Times	2	9	5
Attendance rate of Compensation Committee meetings		%	100	98	100

3. Audit and Supervisory Committee

	Item	Unit	Fiscal 2023	Fiscal 2024	Fiscal 2025
Composition of the Audit and Supervisory Committee ¹	Audit and Supervisory Committee Members	Persons	3	3	3
	Outside Audit and Supervisory Committee Members	Persons	2	2	2
Number of Audit and Supervisory Committee meetings		Times	17	18	16
Attendance rate of Audit and Supervisory Committee meetings		%	100	100	100

4. Executive Compensation

Item		Unit	Fiscal 2023	Fiscal 2024	Fiscal 2025	
Compensation for Directors (excluding Audit and Supervisory Committee Members and Outside Directors)	Fixed compensation	Million yen	213	218	218	
	Performance-based compensation		565	558	420	
	Non-financial compensation, etc.		28	29	58	
	Total		807	806	697	
Compensation for Audit and Supervisory Committee Members (excluding Outside Directors)	Fixed compensation	Million yen	20	20	23	
	Performance-based compensation		0	0	0	
	Non-financial compensation, etc.		0	0	0	
	Total		20	20	23	
Compensation for Outside Directors	Fixed compensation	Million yen	36	36	50	
	Performance-based compensation		0	0	0	
	Non-financial compensation, etc.		0	0	0	
	Total		36	36	50	
Compensation for CEO	Fixed compensation	Million yen	52	52	52	
	Performance-based compensation		184	168	131	
	Non-financial compensation, etc.		6	6	12	
	Total		243	227	196	
Item		Scope	Unit	Fiscal 2023	Fiscal 2024	Fiscal 2025
CEO pay ratio (CEO annual total compensation / average annual employee salary)		Non-consolidated (Sysmex Corporation)	Times	28	25	22
Average annual employee salary		Non-consolidated (Sysmex Corporation)	Thousand yen	8,743	9,133	8,835

5. Compliance

	Item	Scope	Unit	Fiscal 2023	Fiscal 2024	Fiscal 2025
Number of whistleblowing reports		Group	Cases	26	17	50
Number of ethical violations		Group	Cases	15	19	26
Fines associated with significant violations of laws and regulations		Group	Yen	0	0	0

6. Political contributions and other expenses

	Item	Scope	Unit	Fiscal 2023	Fiscal 2024	Fiscal 2025
Contributions to political activities and organizations		Sysmex Corporation	Million yen	0	0	0

¹ Composition figures represent the number of members as of the end of each fiscal year.