

Performance Data

Social Data

Human Capital

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

1. Ethics and Compliance

	Item	Unit	Scope	Fiscal 2022	Fiscal 2023	Fiscal 2024
Types and number of complaints made	Number of internal reports of incidents received	Cases	Group	21	26	17
Types and number of disciplinary actions	Number of unethical incidents	Cases	Group	9	15	19
Percentage of employees receiving ethics and compliance training*		%	Systemex Corporation	90 or higher	90 or higher	90 or higher

* Global compliance training is provided to all employees

2. Cost

	Item	Unit	Scope	Fiscal 2022	Fiscal 2023	Fiscal 2024
Total labor cost*		million yen	Systemex Corporation	32,697	34,360	36,568

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

3. Diversity

	Item	Unit	Scope	Fiscal 2022	Fiscal 2023	Fiscal 2024	
Age	60 or older	%	Systemex Corporation	6.8	7.3	7.3	
	50 to 59	%	Systemex Corporation	23.2	23.8	25.1	
	40 to 49	%	Systemex Corporation	31.9	31.0	28.3	
	30 to 39	%	Systemex Corporation	26.9	25.8	25.8	
	20 to 29	%	Systemex Corporation	11.1	12.1	13.4	
	15 to 19	%	Systemex Corporation	0.1	0.1	0.1	
Gender	14 or younger	%	Systemex Corporation	0	0	0	
	Percentage of female employees	%	Systemex Corporation	42.2	41.8	41.8	
People with disabilities	Percentage of male employees	%	Systemex Corporation	57.8	58.2	58.2	
	Percentage of employees with disabilities	%	Group companies in Japan	2.31	2.38	2.69	
Function	Sales	%	Systemex Corporation	13.3	13.6	14.2	
	Service	%	Systemex Corporation	6.9	6.9	6.8	
	SCM	%	Systemex Corporation	1.9	1.8	1.7	
	R&D	%	Systemex Corporation	32.7	33.4	36.0	
	Business Development	%	Systemex Corporation	8.3	8.3	8.3	
	Corporate	%	Systemex Corporation	11.1	11.1	11.2	
	RA/QA	%	Systemex Corporation	2.6	2.8	2.8	
	Manufacturing	%	Systemex Corporation	23.2	22.2	18.9	
Nationality	Percentage of employees with Japanese citizenship	%	Systemex Corporation	97.2	97.1	97.1	
	Percentage of employees with foreign citizenship	%	Systemex Corporation	2.8	2.9	2.9	
Type of recruitment	Newly graduated recruits	%	Systemex Corporation	49.1	48.8	49.0	
	Mid-career hires	%	Systemex Corporation	37.7	39.0	39.5	
	Others (reemployed workers, employees on loan, employees whose status has been changed, and employees transferred to other Group companies)	%	Systemex Corporation	13.2	12.1	11.4	
Executives diversity	Percentage of female executives	%	Systemex Corporation	8.3	8.3	8.3	
	Percentage of executives with foreign citizenship	%	Systemex Corporation	16.7	16.7	16.7	
	Percentage of executives who joined as mid-career hires	%	Systemex Corporation	54.2	54.2	54.2	
Percentage of female/male new employees	Newly graduated recruits	Men	%	Systemex Corporation	64.9	61.3	57.0
		Women	%	Systemex Corporation	35.1	38.7	43.0
	Mid-career hires	Men	%	Systemex Corporation	74.5	83.0	63.5
		Women	%	Systemex Corporation	25.5	17.0	36.5
Female manager ratio* ¹		%	Systemex Corporation	10.1	10.3	10.0	
Female next-generation manager rate* ²		%	Systemex Corporation	23.7	24.8	25.2	

	Item	Unit	Scope	Fiscal 2022	Fiscal 2023	Fiscal 2024	
Rate of mid-career hires in managerial posts		%	Systemex Corporation	41.7	39.8	39.0	
Salary comparison between men and women* ³	All employees	Total annual salary	%	Systemex Corporation	56.2	58.4	68.1
	Regular employees (employees in managerial posts and general employees)	Total annual salary	%	Systemex Corporation	72.1	74.2	78.7
		Total annual salary	%	Systemex Corporation	39.6	35.9	44.2
	Nonregular employees (contract and part-time employees)	Total annual salary	%	Systemex Corporation	94.9	94.7	96.1
		Total annual salary	%	Systemex Corporation	93.1	94.0	96.2
	Employees in managerial posts	Base salary	%	Systemex Corporation	88.7	88.6	89.1
Total annual salary		%	Systemex Corporation	80.1	82.1	84.7	

*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 2022	Fiscal 2023	Fiscal 2024
Confidence in leadership	Percentage of positive responses to confidence in leadership in the corporate culture survey*	%	Systemex Corporation	58	60	63

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

5. Organizational Culture

	Item	Unit	Scope	Fiscal 2022	Fiscal 2023	Fiscal 2024
Engagement	Percentage of positive responses to engagement in the corporate culture survey* ¹	%	Systemex Corporation	57	65	68
	Percentage of positive responses to the Systemex Way in the corporate culture survey* ²	%	Systemex Corporation	69	70	70
	Percentage of positive responses to well-being in the corporate culture survey* ³	%	Systemex Corporation	56	57	59
	Corporate culture survey response rate	%	Systemex Corporation	92	92	91
Promotion of diverse working styles and “smart work”	Percentage of employees returning after childcare leave	%	Systemex Corporation	100	99	99
	Percentage of men taking childcare leave	%	Systemex Corporation	62	61	77

*¹ Percentage having an engagement score of 4 or 5

*² Percentage having a Systemex 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 2022	Fiscal 2023	Fiscal 2024
Lost work day rate* ¹		—	Systemex Corporation	0.06	0.07	0.06
Lost-time injuries frequency rate* ²		—	Systemex Corporation	0.75	0.44	0.42
Work-related deaths* ³		people	Systemex Corporation	0	0	0
Work-related injuries and illnesses		people	Systemex Corporation	5	3	3
Rate of attendance of health and safety training* ⁴		%	Systemex Corporation	—	93.3	96.4
Total annual working hours* ⁵		hours	Systemex Corporation	2,020	2,010	2,009
Total workdays lost		days	Systemex Corporation	377	443	399
Total actual number of working hours		hours	Systemex Corporation	6,624,722	6,859,072	7,132,258
Employees taking childcare leaves	Women	people	Systemex Corporation	31	43	29
	Men	people	Systemex Corporation	49	53	62
Employees working shorter hours for childcare	Women	people	Systemex Corporation	148	153	134
	Men	people	Systemex Corporation	5	3	3
Percentage of employees returning after childcare leaves	Women	%	Systemex Corporation	100	97	97
	Men	%	Systemex Corporation	100	100	100
Employees taking accumulated paid leave		people	Systemex Corporation	123	153	154
Children in in-house daycare center	Total during year	people	Systemex Corporation	21	30	25
	At fiscal year-end	people	Systemex Corporation	19	26	24
Reemployment of personnel leaving for reasons of childcare or nursing care	New registrants	people	Systemex Corporation	0	1	0
	Employees reemployed	people	Systemex Corporation	1	0	0
	Percentage of reemployment	%	Systemex Corporation	0	0	0
Percentage of employees having regular health checkups		%	Systemex Corporation	100	100	100
Percentage of employees having thorough examinations through regular health checkups (i.e., percentage of employees having secondary examinations)		%	Systemex Corporation	39.4	53.2	52.5

Item	Unit	Scope	Fiscal 2022	Fiscal 2023	Fiscal 2024
Percentage of employees receiving specific health guidance (i.e., percentage of employees with high health risks receiving health guidance)	%	Sysmex Corporation	7.9	7.3	16.2
Percentage of employees taking sick leaves (mental or physical)*6	%	Sysmex Corporation	2.5	1.4	3.0

- *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 Rate of attendance of training for new appointees to those in managerial positions (i.e., health and safety training), rate of attending safety and health training
 *5 Total annual hours worked per employee
 *6 Excluding employees under maternity health management

7. Productivity

Item	Unit	Scope	Fiscal 2022	Fiscal 2023	Fiscal 2024
EBIT (Earnings Before Interest and Taxes), sales, and profit per employee	Value-added productivity*1	thousand yen	13.6	14.8	15.0
EBIT, sales, and profit per employee	Sales per employee*2	million yen	58	60	63
	EBIT per employee*3	million yen	14	11	15
	Operating profit per employee*5	million yen	14	16	16
RoI of human capital	Added value	million yen	97,920	108,809	114,291
	Rate of increase or decrease in real human capital investment*6	%	4.7	1.0	1.0
	RoI of human capital*7	%	155.7	167.9	173.1

- *1 Value-added productivity = Added value/average number of employees during the period × average total annual working hours per employee
 * Sysmex 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
 * Sysmex 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 2022	Fiscal 2023	Fiscal 2024
Average days necessary for employment	Average days necessary for employment of newly graduated recruits	days	38	48	65
	Average days necessary for employment of mid-career hires	days	161	155	188
Days necessary to fill important positions	days	Sysmex Corporation	0	0	0
Percentage of internal appointments*1	%	Sysmex Corporation	66.6	67.5	76.1
Percentage of internal appointments to important positions	Percentage of internal appointments to GG4 or higher positions*2	%	100	100	92.3
Turnover ratio	%	Sysmex Corporation	3.4	2.8	2.4
Self-turnover rate	%	Sysmex Corporation	2.6	2.4	1.8
Turnover	people	Sysmex Corporation	90	80	73
Newly graduated recruits*3	Total	people	104	124	152
	Men	people	64	68	97
	Women	people	40	56	55
Mid-career hires*3	Non-Japanese	people	13	15	12
	Total	people	109	102	92
	Men	people	81	86	70
	Women	people	28	16	22
Promotions to regular employees	Non-Japanese	people	1	3	3
	Total	people	31	31	41
	Contract employees	people	16	16	19
Number of interns accepted	Temporary employees	people	15	15	22
	Total	people	811	970	880
Number of interns accepted	Non-Japanese	people	5	3	38

- *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)
 *3 Recruitment Results: Number of new hires from May 1st of the current year to April 30th of the following year.

9. Skills and Competence

Item	Unit	Scope	Fiscal 2022	Fiscal 2023	Fiscal 2024
Total human resources development and training cost	million yen	Sysmex Corporation	266	241	261
	million yen	Group	356	369	595
Training cost per employee	thousand yen	Sysmex Corporation	92	83	82
	thousand yen	Group	50	45	51
Training hours per employee	hours	Sysmex Corporation	42.8	55.3	53.4
	hours	Group	30.0	24.4	24.7

10. Workforce

Item	Unit	Scope	Fiscal 2022	Fiscal 2023	Fiscal 2024		
Total number of employees*1	people	Sysmex Corporation	3,168	3,286	3,420		
Total number of employees (full-time and part-time employees)	Full-time employees	people	2,822	2,946	3,085		
	Part-time employees	people	346	340	335		
Full-time equivalent (FTE)	FTE	Sysmex Corporation	3,079	3,198	3,331		
Average age	years old	Sysmex Corporation	42.3	42.4	42.3		
Average number of years of employment	years	Sysmex Corporation	12.6	12.7	12.7		
Average annual salary	thousand yen	Sysmex Corporation	8,432	8,743	9,133		
Number of Group employees	Japan	Men	people	2,323	2,426	2,520	
		Women	people	1,750	1,787	1,855	
		Total	people	4,073	4,213	4,375	
	Americas	Men	people	934	972	989	
		Women	people	574	621	626	
		Total	people	1,508	1,593	1,615	
	EMEA*2	Men	people	1,598	1,754	1,832	
		Women	people	1,341	1,472	1,440	
		Unaggregated	people	118	—	—	
		Total	people	2,941	3,229	3,272	
	China	Men	people	516	529	510	
		Women	people	284	281	278	
		Total	people	800	810	788	
	Asia Pacific	Men	people	683	758	898	
		Women	people	401	409	509	
		Total	people	1,084	1,167	1,407	
	Total*2	Men	people	6,054	6,439	6,749	
		Women	people	4,350	4,570	4,708	
Total		people	10,522	11,012	11,457		
Percentage of men and women in the Group	Japan	Men	%	—	57.0	57.6	57.6
		Women	%	—	43.0	42.4	42.4
	Americas	Men	%	—	61.9	61.0	61.2
		Women	%	—	38.1	39.0	38.8
	EMEA*3	Men	%	—	54.3	54.3	56.0
		Women	%	—	45.6	45.6	44.0
	China	Men	%	—	64.5	65.3	64.7
		Women	%	—	35.5	34.7	35.3
	Asia Pacific	Men	%	—	63.0	65.0	63.8
		Women	%	—	37.0	35.0	36.2
	Total*3	Men	%	—	60.1	60.6	58.9
		Women	%	—	39.8	39.3	41.1
Overseas employee ratio	%	Group	61.3	61.7	61.8		

- *1 Excluding temporary employees
 *2 The total of male and female employees may not equal the total number of employees in fiscal year 2022 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% in fiscal years 2022 and 2023 because the number of employees by gender is based on the aggregation of employees who reported their gender.