

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 2021	Fiscal 2022	Fiscal 2023	
Types and number of complaints made	Number of internal reports of incidents received	Cases	Group	28	21	26
Types and number of disciplinary actions	Number of unethical incidents	Cases	Group	14	9	15
Percentage of employees receiving ethics and compliance training*	%	System Corporation	90% or higher	90% or higher	90% or higher	

* Global compliance training is provided to all employees

2. Cost

Item	Unit	Scope	Fiscal 2021	Fiscal 2022	Fiscal 2023
Total labor cost*	million yen	System Corporation	29,083	32,697	34,360

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

3. Diversity

Item	Unit	Scope	Fiscal 2021	Fiscal 2022	Fiscal 2023		
Age	60 or older	%	System Corporation	6.0	6.8	7.3	
	50 to 59	%	System Corporation	21.2	23.2	23.8	
	40 to 49	%	System Corporation	32.9	31.9	31.0	
	30 to 39	%	System Corporation	27.9	26.9	25.8	
	20 to 29	%	System Corporation	11.9	11.1	12.1	
	15 to 19	%	System Corporation	0.1	0.1	0.1	
Gender	14 or younger	%	System Corporation	0	0	0	
Gender	Percentage of female employees	%	System Corporation	41.7	42.2	41.8	
People with disabilities	Percentage of employees with disabilities	%	Group companies in Japan	2.31	2.31	2.38	
Function	Sales	%	System Corporation	14.5	13.3	13.6	
	Service	%	System Corporation	7.2	6.9	6.9	
	SCM	%	System Corporation	2.0	1.9	1.8	
	R&D	%	System Corporation	34.3	32.7	33.4	
	Business Development	%	System Corporation	10.0	8.3	8.3	
	Corporate	%	System Corporation	12.0	11.1	11.1	
	RA/QA	%	System Corporation	2.9	2.6	2.8	
	Manufacturing	%	System Corporation	17.1	23.2	22.2	
Nationality	Percentage of employees with foreign citizenship	%	System Corporation	3.3	2.8	2.9	
Type of recruitment	Newly graduated recruits	%	System Corporation	52.3	49.1	48.8	
	Mid-career hires	%	System Corporation	36.8	37.7	39.0	
	Others (reemployed workers, employees on loan, employees whose status has been changed, and employees transferred to other Group companies)	%	System Corporation	10.9	13.2	12.1	
Management diversity	Percentage of female executives	%	System Corporation	8.7	8.3	8.3	
	Percentage of executives with foreign citizenship	%	System Corporation	13.0	16.7	16.7	
	Percentage of executives who joined as mid-career hires	%	System Corporation	52.2	54.2	54.2	
Percentage of female/male new employees	Newly graduated recruits	Men	%	System Corporation	60.3	64.9	61.3
		Women	%	System Corporation	39.7	35.1	38.7
	Mid-career hires	Men	%	System Corporation	74.4	74.5	83.0
		Women	%	System Corporation	25.6	25.5	17.0
Female manager ratio* ¹	%	System Corporation	8.7	10.1	10.3		
Female next-generation manager rate* ²	%	System Corporation	22.4	23.7	24.8		
Rate of mid-career hires in managerial posts	%	System Corporation	40.0	41.7	39.8		

Item	Unit	Scope	Fiscal 2021	Fiscal 2022	Fiscal 2023		
Salary comparison between men and women* ³	All employees	Total annual salary	%	System Corporation	54.8	56.2	58.4
	Regular employees (employees in managerial posts and general employees)	Total annual salary	%	System Corporation	71.4	72.1	74.2
	Nonregular employees (contract and part-time employees)	Total annual salary	%	System Corporation	37.0	39.6	35.9
	Employees in managerial posts	Base salary	%	System Corporation	97.7	94.9	94.7
		Total annual salary	%	System Corporation	95.8	93.1	94.0
	General employees	Base salary	%	System Corporation	88.5	88.7	88.6
Total annual salary		%	System Corporation	79.5	80.1	82.1	

*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 2021	Fiscal 2022	Fiscal 2023	
Confidence in leadership	Percentage of positive responses to confidence in leadership in the corporate culture survey*	%	System Corporation	57	58	60

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

5. Organizational Culture

Item	Unit	Scope	Fiscal 2021	Fiscal 2022	Fiscal 2023	
Engagement	Percentage of positive responses to engagement in the corporate culture survey* ¹	%	System Corporation	57	57	65
	Percentage of positive responses to the Sysmex Way in the corporate culture survey* ²	%	System Corporation	68	69	70
	Percentage of positive responses to well-being in the corporate culture survey* ³	%	System Corporation	56	56	57
	Corporate culture survey response rate	%	System Corporation	89	92	92
Promotion of diverse working styles and “smart work”	Percentage of employees returning after childcare leave	%	System Corporation	100	100	99
	Percentage of men taking childcare leave	%	System Corporation	53	62	61

*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 2021	Fiscal 2022	Fiscal 2023	
Lost work day rate* ¹	—	System Corporation	0.05	0.06	0.07	
Lost-time injuries frequency rate* ²	—	System Corporation	0.49	0.75	0.44	
Work-related deaths* ³	people	System Corporation	0	0	0	
Work-related injuries and illnesses	people	System Corporation	3	5	3	
Rate of attendance of health and safety training* ⁴	%	System Corporation	—	—	93.3	
Total annual working hours* ⁵	hours	System Corporation	2,034	2,020	2,010	
Total workdays lost	days	System Corporation	326	377	443	
Total actual number of working hours	hours	System Corporation	6,125,460	6,624,722	6,859,072	
Employees taking childcare leaves	Women	people	System Corporation	36	31	43
	Men	people	System Corporation	36	49	53
Employees working shorter hours for childcare	Women	people	System Corporation	138	148	153
	Men	people	System Corporation	1	5	3
Percentage of employees returning after childcare leaves	Women	%	System Corporation	100	100	97
	Men	%	System Corporation	100	100	100
Employees taking accumulated paid leave	people	System Corporation	106	123	153	
Children in in-house daycare center	Total during year	people	System Corporation	25	21	30
	At fiscal year-end	people	System Corporation	25	19	26
Reemployment of personnel leaving for reasons of childcare or nursing care	New registrants	people	System Corporation	0	0	1
	Employees reemployed	people	System Corporation	0	1	0
	Percentage of reemployment	%	System Corporation	0	0	0
Percentage of employees having regular health checkups	%	System Corporation	100	100	100	
Percentage of employees having thorough examinations through regular health checkups (i.e., percentage of employees having secondary examinations)	%	System Corporation	39.1	39.4	53.2	

Item	Unit	Scope	Fiscal 2021	Fiscal 2022	Fiscal 2023
Percentage of employees receiving specific health guidance (i.e., percentage of employees with high health risks receiving health guidance)	%	System Corporation	7.7	7.9	7.3
Percentage of employees taking sick leaves (mental or physical)*6	%	System Corporation	2.9	2.5	1.4

*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 2021	Fiscal 2022	Fiscal 2023	
EBIT (Earnings Before Interest and Taxes), sales, and profit per employee	Value-added productivity*1	thousand yen	System Corporation	12.1	13.6	14.8
EBIT, sales, and profit per employee	Sales per employee*2	million yen	System Corporation	60	58	60
	EBIT per employee*3	million yen	System Corporation	11	14	11
	Operating profit per employee*5	million yen	System Corporation	11	14	16
Rol of human capital	Added value	million yen	System Corporation	76,438	97,920	108,809
	Rate of increase or decrease in real human capital investment*6	%	System Corporation	1.1	4.7	1.0
	Rol of human capital*7	%	System Corporation	123.2	155.7	167.9

*1 Value-added productivity = Added value/average number of employees during the period × average total annual working hours per employee

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

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

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

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

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

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

* System 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 Rol of human capital = Operating profit/labor cost

Labor cost = Prime cost + sales and administration cost

8. Employment, Transfer, and Turnover

Item	Unit	Scope	Fiscal 2021	Fiscal 2022	Fiscal 2023	
Average days necessary for employment	Average days necessary for employment of newly graduated recruits	days	System Corporation	32	38	48
	Average days necessary for employment of mid-career hires	days	System Corporation	—	161	155
Days necessary to fill important positions	days	System Corporation	0	0	0	
Percentage of internal appointments	Percentage of internal appointments*1	%	System Corporation	71.8	66.6	67.5
Percentage of internal appointments to important positions	Percentage of internal appointments to GG4 or higher positions*2	%	System Corporation	100	100	100
Turnover ratio	%	System Corporation	3.2	3.4	2.8	
Turnover	people	System Corporation	79	90	80	
Newly graduated recruits*3	Total	people	System Corporation	63	104	124
	Men	people	System Corporation	40	64	68
	Women	people	System Corporation	23	40	56
	Non-Japanese	people	System Corporation	8	13	15
	Total	people	System Corporation	86	109	102
Mid-career hires*3	Men	people	System Corporation	64	81	86
	Women	people	System Corporation	22	28	16
	Non-Japanese	people	System Corporation	4	1	3
	Total	people	System Corporation	33	31	31
Promotions to regular employees	Contract employees	people	System Corporation	18	16	16
	Temporary employees	people	System Corporation	15	15	15
Number of interns accepted	Total	people	System Corporation	952	811	970
	Non-Japanese	people	System Corporation	0	5	3

*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 2021	Fiscal 2022	Fiscal 2023	
Total human resources development and training cost	Total human resources development and training cost	million yen	System Corporation	202	266	241
	Training cost per employee	thousand yen	System Corporation	77	92	83

10. Workforce

Item	Unit	Scope	Fiscal 2021	Fiscal 2022	Fiscal 2023			
Total number of employees*1	people	System Corporation	2,804	3,168	3,286			
Total number of employees (full-time and part-time employees)	Full-time employees	people	System Corporation	2,493	2,822	2,946		
	Part-time employees	people	System Corporation	311	346	340		
Full-time equivalent (FTE)	FTE	System Corporation	2,750	3,079	3,198			
Average age	years old	System Corporation	41.7	42.3	42.4			
Average number of years of employment	years	System Corporation	12.6	12.6	12.7			
Average annual salary	thousand yen	System Corporation	8,355	8,432	8,743			
Number of Group employees	Japan	Men	people	2,220	2,323	2,426		
		Women	people	1,668	1,750	1,787		
		Total	people	3,888	4,073	4,213		
	Americas	Men	people	846	934	972		
		Women	people	495	574	621		
		Total	people	1,341	1,508	1,593		
	EMEA*2	Men	people	1,526	1,598	1,754		
		Women	people	1,294	1,341	1,472		
		Unaggregated	people	—	118	—		
		Total	people	2,820	2,941	3,229		
	China	Men	people	514	516	529		
		Women	people	265	284	281		
		Total	people	779	800	810		
	Asia Pacific	Men	people	619	683	758		
		Women	people	365	401	409		
		Total	people	984	1,084	1,167		
	Total*2	Men	people	5,725	6,054	6,439		
		Women	people	4,087	4,350	4,570		
		Total	people	9,812	10,522	11,012		
	Percentage of men and women in the Group	Japan	Men	%	—	57.1	57.0	57.6
			Women	%	—	42.9	43.0	42.4
		Americas	Men	%	—	63.1	61.9	61.0
			Women	%	—	36.9	38.1	39.0
		EMEA*3	Men	%	—	54.1	54.3	54.3
Women			%	—	45.9	45.6	45.6	
China		Men	%	—	66.0	64.5	65.3	
		Women	%	—	34.0	35.5	34.7	
Asia Pacific		Men	%	—	62.9	63.0	65.0	
		Women	%	—	37.1	37.0	35.0	
Total*3		Men	%	—	60.6	60.1	60.6	
		Women	%	—	39.4	39.8	39.3	
Overseas employee ratio		%	Group	60.4	61.3	61.7		

*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.