

Status of Sustainability Targets

Materiality	SDGs Targets	KPI	Results				Target				
			Fiscal 2017	Fiscal 2018	Fiscal 2019	Fiscal 2020	Fiscal 2023	Fiscal 2025 (Eco-Vision)			
Resolution of medical issues through products and services	  	Hematology market share	Percentage of consolidated sales to market size of instruments, reagents, and services in a single year in the field of hematology	52.7%	53.8%	54.7%	56.3%	—			
		Number of patents	Total number of patents, utility model rights and design rights obtained	2,709	2,987	3,143	3,485	—			
		Number of new patents	Total number of patents, utility model rights and design rights applied for	301	346	306	287	—			
		Number of cancer genomes analyzed ¹	Number of cancer genomes analyzed by the NCC OncoPanel	—	—	—	1,6 thousand	—			
		Number of breast cancer tests using the OSNA method	Number of breast cancer tests using the OSNA method	—	—	—	46 thousand	—			
		Improvement in accessibility to healthcare	Sales in emerging markets	Consolidated sales in emerging markets	—	—	—	¥122.0 billion	—		
Responsible provision of products and services	 	Number of recalls	Number of voluntary recalls/repairs for products sold (instruments and reagents)	—	—	—	4	—			
		Number of FDA warning letters	Number of FDA warning letters issued to Sysmex	—	—	—	0	—			
		CSR survey response rate	Percentage of raw material suppliers that responded to CSR surveys (primary suppliers in Japan and overseas)	81%	84%	85%	89%	90%			
		Number of training sessions for suppliers ²	Number of briefings, training, and other training sessions for domestic suppliers	—	—	—	2	6			
Realization of an attractive workplace	 	Engagement score	Corporate climate survey result	72%	—	—	66% (except EMEA)	75%			
		Turnover ratio ¹	Turnover ratio of regular employees, excluding those who have reached the mandatory retirement age	—	—	—	2.7%	—			
		Percentage of days of paid leave taken ¹	Percentage of days of annual paid leave taken per regular employee	—	—	—	61.3%	—			
		Percentage of men taking childcare leave ²	Percentage of male employees (including part-time workers) taking childcare leave after their spouse bears a child	—	—	—	33.8%	30.0%			
		Promotion of diversity and inclusion	Female managers ratio	Ratio of women at director level or above	15.2%	15.2%	15.5%	16.2%	17.0%		
		Development of human resources	Percentage of employees with disabilities ¹	Percentage of employees with physical, intellectual or mental disabilities	2.0%	2.2%	2.3%	2.3%	2.4%		
		Promotion of health and occupational safety	Training time per employee	Average training time per employee for training provided by HR and each division (including online training)	—	—	—	24.5 hours	40.0 hours		
		Environmental consideration	 	Reduction of CO ₂ emissions (instruments) ³	Percentage reduction of CO ₂ emissions per instrument unit with FY2016 as the base year	Cut 12%	Cut 10%	Cut 2%	Cut 8%	Cut 20%	Cut 15%
				Reduction of water consumption (instruments) ³	Percentage reduction of water consumption per instrument unit with FY2016 as the base year	Cut 8%	Cut 2%	Cut 4%	Cut 6%	Cut 10%	Cut 15%
				Reduction of CO ₂ emissions (shipping)	Percentage reduction of CO ₂ emissions per S-Corp sales with FY2016 as the base year	Cut 17%	Up 1%	Cut 17%	Cut 25%	Cut 20%	Cut 15%
Environmental consideration	 	Reduction of packaging and labeling materials	Percentage reduction of total packaging material weight with FY2019 as the base year	—	—	—	Cut 4%	—	—		
		Reduction of CO ₂ emissions (business activities) ³	Percentage reduction of CO ₂ emissions from business activities per consolidated sales with FY2016 as the base year	Cut 14%	Cut 17%	Cut 13%	Cut 35%	Cut 40%	Cut 50%		
		Reduction of water consumption (business activities)	Percentage reduction of water consumption from business activities per consolidated sales with FY2016 as the base year	Cut 8%	Cut 7%	Up 6%	Cut 7%	Cut 5%	Cut 15%		
		Recycling rate	Resources recycled per total waste generated	89%	76%	67%	78%	85% or higher	93% or higher		
		Reduction of total waste	Percentage of reduction of total waste generated by business activities per consolidated sales with FY2019 as the base year	—	—	—	Cut 7%	Cut 10%			
		Ratio of product waste to sales	Ratio of product waste caused by expiry and other reasons to consolidated sales	—	—	—	0.6%	—			
Strengthening of governance	  	Corporate governance	Number of meetings with investors and analysts ²	Number of meetings with institutional investors and securities analysts	—	—	—	506	—		
		Compliance	Number of internal reports	Number of internal reports of incidents received	32	14	11	12	—	—	
			Number of unethical incidents	Total number of incidents in which the violations of the law were found, and disciplinary actions were taken for the violation of the Global Compliance Code	—	9	7	5	—		
		Risk management	Number of information security trainees ¹	Number of participants in information security training (gross)	—	—	—	2,720	—		
			Participation rate in disaster drills ¹	Percentage of participants in training using safety confirmation tool assuming a disaster, etc. (including employees on long-term leave)	—	—	—	98.7%	—		

1. Target: Group companies in Japan 2. Target: Sysmex Corporation on a non-consolidated basis 3. Some figures have been revised from previous reporting.

Newly added KPIs from fiscal 2021