

## ESG Additional Report

### About ESG Additional Report

Sysmex has already disclosed the results of sustainability activities in FY2024 in the “Sysmex Sustainability Data Book 2025.” This report compiles additional information on ESG.

#### ■Sysmex Sustainability Data Book 2025:

[https://www.sysmex.co.jp/en/csr/report/sustainability2025\\_all\\_e.pdf](https://www.sysmex.co.jp/en/csr/report/sustainability2025_all_e.pdf)

### 2.5.2 Indirect Greenhouse Gas Emissions (Scope 2)

	FY 2021	FY 2022	FY 2023	FY 2024
Location-based	20,224	19,843	22,427	23,465
Market-based	15,901	15,200	6,706	6,183
Data coverage (as % of denominator)	83	99	99	99

Unit: t-CO<sub>2</sub>

### 3.1.5 Workforce Breakdown: Race/ Ethnicity & Nationality

Race	Share in total workforce (as % of total workforce)	Share in all management positions, including junior, middle and senior management (as % of total management workforce)
WHITE	62.2	71.4
HISPANIC OR LATINO	16.4	9.2
ASIAN	11.6	13.9
BLACK OR AFRICAN AMERICAN	7.0	4.7

\*FY2024, coverage: U.S.A

### 3.1.6 Gender Pay Indicators

Employee Level	Average Women Salary	Average Men Salary
Management level (base salary only)	7,697,294	8,453,571
Management level (base salary + other cash incentives)	12,165,149	12,646,341
Non-management level (base salary only)	3,936,993	4,434,984

\*Fy2024, coverage: Sysmex corporation

### 3.2.3 Human Rights Assessment

	% of total assessed in last three years	% of total assessed where risks have been identified	% of risk with mitigation actions taken
Tier I suppliers	93.1	14.2	97.3

\*Fy2024

### 3.3.3 Human Capital Return on Investment

	FY 2021	FY 2022	FY 2023	FY 2024
a) Total Revenue	363'780'000'000	410'502'000'000	461'510'000'000	508,644,000,000
b) Total Operating Expenses	123'169'000'000	142'403'000'000	164'114'000'000	184,394,000,000
c) Total employee-related expenses (salaries + benefits)	81'989'000'000	96'959'000'000	113'311'000'000	126,061,000,000
Resulting HC ROI (a - (b-c)) / c	3.93467	3.76508	3.6246	3.5721
Total Employees	8'771	9'500	10'042	10,533

Unit: yen