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*		%	Sysmex 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	Sysmex 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		%	Sysmex Corporation	6.0	6.8	7.3
	50 to 59		%	Sysmex Corporation	21.2	23.2	23.8
	40 to 49		%	Sysmex Corporation	32.9	31.9	31.0
	30 to 39		%	Sysmex Corporation	27.9	26.9	25.8
	20 to 29		%	Sysmex Corporation	11.9	11.1	12.1
	15 to 19		%	Sysmex Corporation	0.1	0.1	0.1
	14 or younger		%	Sysmex Corporation	0	0	0
Gender	Percentage of female employees		%	Sysmex 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		%	Sysmex Corporation	14.5	13.3	13.6
	Service		%	Sysmex Corporation	7.2	6.9	6.9
	SCM		%	Sysmex Corporation	2.0	1.9	1.8
	R&D		%	Sysmex Corporation	34.3	32.7	33.4
	Business Development		%	Sysmex Corporation	10.0	8.3	8.3
	Corporate		%	Sysmex Corporation	12.0	11.1	11.1
	RA/QA		%	Sysmex Corporation	2.9	2.6	2.8
	Manufacturing		%	Sysmex Corporation	17.1	23.2	22.2
Nationality	Percentage of employees with foreign citizenship		%	Sysmex Corporation	3.3	2.8	2.9
Type of recruitment	Newly graduated recruits		%	Sysmex Corporation	52.3	49.1	48.8
	Mid-career hires		%	Sysmex 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)		%	Sysmex Corporation	10.9	13.2	12.1
Management diversity	Percentage of female executives		%	Sysmex Corporation	8.7	8.3	8.3
	Percentage of executives with foreign citizenship		%	Sysmex Corporation	13.0	16.7	16.7
	Percentage of executives who joined as mid-career hires		%	Sysmex Corporation	52.2	54.2	54.2
Percentage of female/male new employees	Newly graduated recruits	Men	%	Sysmex Corporation	60.3	64.9	61.3
		Women	%	Sysmex Corporation	39.7	35.1	38.7
	Mid-career hires	Men	%	Sysmex Corporation	74.4	74.5	83.0
		Women	%	Sysmex Corporation	25.6	25.5	17.0
Female manager ratio*1			%	Sysmex Corporation	8.7	10.1	10.3
Female next-generation manager rate*2			%	Sysmex Corporation	22.4	23.7	24.8
Rate of mid-career hires in managerial posts			%	Sysmex 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	%	Sysmex Corporation	54.8	56.2	58.4
	Regular employees (employees in managerial posts and general employees)	Total annual salary	%	Sysmex Corporation	71.4	72.1	74.2
	Nonregular employees (contract and part-time employees)	Total annual salary	%	Sysmex Corporation	37.0	39.6	35.9
	Employees in managerial posts	Base salary	%	Sysmex Corporation	97.7	94.9	94.7
		Total annual salary	%	Sysmex Corporation	95.8	93.1	94.0
	General employees	Base salary	%	Sysmex Corporation	88.5	88.7	88.6
		Total annual salary	%	Sysmex 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*	%	Sysmex 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	%	Sysmex Corporation	57	57	65
	Percentage of positive responses to the Sysmex Way in the corporate culture survey*2	%	Sysmex Corporation	68	69	70
	Percentage of positive responses to well-being in the corporate culture survey*3	%	Sysmex Corporation	56	56	57
	Corporate culture survey response rate	%	Sysmex Corporation	89	92	92
Promotion of diverse working styles and "smart work"	Percentage of employees returning after childcare leave	%	Sysmex Corporation	100	100	99
	Percentage of men taking childcare leave	%	Sysmex 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		—	Sysmex Corporation	0.05	0.06	0.07
Lost-time injuries frequency rate*2		—	Sysmex Corporation	0.49	0.75	0.44
Work-related deaths*3		people	Sysmex Corporation	0	0	0
Work-related injuries and illnesses		people	Sysmex Corporation	3	5	3
Rate of attendance of health and safety training*4		%	Sysmex Corporation	—	—	93.3
Total annual working hours*5		hours	Sysmex Corporation	2,034	2,020	2,010
Total workdays lost		days	Sysmex Corporation	326	377	443
Total actual number of working hours		hours	Sysmex Corporation	6,125,460	6,624,722	6,859,072
Employees taking childcare leaves	Women	people	Sysmex Corporation	36	31	43
	Men	people	Sysmex Corporation	36	49	53
Employees working shorter hours for childcare	Women	people	Sysmex Corporation	138	148	153
	Men	people	Sysmex Corporation	1	5	3
Percentage of employees returning after childcare leaves	Women	%	Sysmex Corporation	100	100	97
	Men	%	Sysmex Corporation	100	100	100
Employees taking accumulated paid leave		people	Sysmex Corporation	106	123	153
Children in in-house daycare center	Total during year	people	Sysmex Corporation	25	21	30
	At fiscal year-end	people	Sysmex Corporation	25	19	26
Reemployment of personnel leaving for reasons of childcare or nursing care	New registrants	people	Sysmex Corporation	0	0	1
	Employees reemployed	people	Sysmex Corporation	0	1	0
	Percentage of reemployment	%	Sysmex Corporation	0	0	0
Percentage of employees having regular health checkups		%	Sysmex Corporation	100	100	100
Percentage of employees having thorough examinations through regular health checkups (i.e., percentage of employees having secondary examinations)		%	Sysmex 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)	%	Sysmex Corporation	7.7	7.9	7.3
Percentage of employees taking sick leaves (mental or physical)*6	%	Sysmex 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	Sysmex Corporation	12.1	13.6	14.8
EBIT, sales, and profit per employee	Sales per employee*2	million yen	Sysmex Corporation	60	58	60
	EBIT per employee*3	million yen	Sysmex Corporation	11	14	11
	Operating profit per employee*5	million yen	Sysmex Corporation	11	14	16
RoI of human capital	Added value	million yen	Sysmex Corporation	76,438	97,920	108,809
	Rate of increase or decrease in real human capital investment*6	%	Sysmex Corporation	1.1	4.7	1.0
	RoI of human capital*7	%	Sysmex 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
* 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 2021	Fiscal 2022	Fiscal 2023
Average days necessary for employment	Average days necessary for employment of newly graduated recruits	days	Sysmex Corporation	32	38	48
	Average days necessary for employment of mid-career hires	days	Sysmex Corporation	—	161	155
Days necessary to fill important positions		days	Sysmex Corporation	0	0	0
Percentage of internal appointments	Percentage of internal appointments*1	%	Sysmex Corporation	71.8	66.6	67.5
Percentage of internal appointments to important positions	Percentage of internal appointments to GG4 or higher positions*2	%	Sysmex Corporation	100	100	100
Turnover ratio		%	Sysmex Corporation	3.2	3.4	2.8
Turnover		people	Sysmex Corporation	79	90	80
Newly graduated recruits*3	Total	people	Sysmex Corporation	63	104	124
	Men	people	Sysmex Corporation	40	64	68
	Women	people	Sysmex Corporation	23	40	56
	Non-Japanese	people	Sysmex Corporation	8	13	15
Mid-career hires*3	Total	people	Sysmex Corporation	86	109	102
	Men	people	Sysmex Corporation	64	81	86
	Women	people	Sysmex Corporation	22	28	16
	Non-Japanese	people	Sysmex Corporation	4	1	3
Promotions to regular employees	Total	people	Sysmex Corporation	33	31	31
	Contract employees	people	Sysmex Corporation	18	16	16
	Temporary employees	people	Sysmex Corporation	15	15	15
Number of interns accepted	Total	people	Sysmex Corporation	952	811	970
	Non-Japanese	people	Sysmex Corporation	0	5	3

*1 Proportion of internal appointments = (number of internally appointed employees/total number of appointed employees) x 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	Sysmex Corporation	202	266	241
	Training cost per employee	thousand yen	Sysmex Corporation	77	92	83

10. Workforce

Item			Unit	Scope	Fiscal 2021	Fiscal 2022	Fiscal 2023
Total number of employees*1			people	Sysmex Corporation	2,804	3,168	3,286
Total number of employees (full-time and part-time employees)	Full-time employees		people	Sysmex Corporation	2,493	2,822	2,946
	Part-time employees		people	Sysmex Corporation	311	346	340
Full-time equivalent (FTE)			FTE	Sysmex Corporation	2,750	3,079	3,198
Average age			years old	Sysmex Corporation	41.7	42.3	42.4
Average number of years of employment			years	Sysmex Corporation	12.6	12.6	12.7
Average annual salary			thousand yen	Sysmex 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.

Performance Data

ISO 304141 Certification

Independent Auditors Report

To all the stakeholders of Sysmex Corporation

HC Produce Inc. has audited the data, statements, systems, and strategies for Human Capital reporting in the fiscal year of 2022 by Sysmex Corporation (Sysmex, non-consolidated) from June to July 2023.

HC Produce Inc. conducted conformance assessment audit in accordance with the Human Capital Reporting guideline of ISO 30414 with the validity until the October 16th, 2026. The audit includes interviews with Sysmex's leadership and management teams of each metric, assessment of Sysmex's data contents, guidelines and systems, assessment of Sysmex's statements clarifying strategies and internal guidelines, and assessment of Sysmex's external and internal reports for each metric of ISO 30414.

In our opinion, the data, statements, systems, and strategies referred to above fairly, in all material respects, the position of Sysmex as of 16th October 2023 results of their managements of Human Capital reporting, ended in conformance with ISO 30414.

HCPro

保坂 駿介

HC Produce Inc.
CEO Shunsuke Hosaka
October 16th 2023

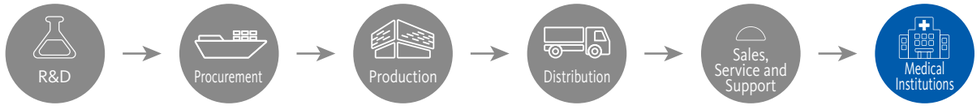
Performance Data

Environmental Data

INPUT

		Fiscal 2021	Fiscal 2022	Fiscal 2023
	Electricity (thousand kWh)	49,055	54,466*	52,965
	City gas (thousand m^3)	1,238	1,585*	1,415
	LPG (t)	19	17	15
	LNG (t)	0	0	0
	Heavy oil (kL)	0	0	0
	Kerosene (kL)	1	1	1
	Diesel oil (kL)	0	19	19
	Gasoline for fleet in Japan (kL)	502	3,116	3,432
	Diesel for fleet in Japan (kL)	8	1,200*	1,172
	Water use volume (thousand m^3)	487	501	542
	Office paper (t)	28	34	22
	PRTR (t)	0	0	0

Sysmex's Business Activities



OUTPUT

		Fiscal 2021	Fiscal 2022	Fiscal 2023
	Greenhouse gas emissions (Scope 1) (t-CO_2)	4,023	13,986*	13,925
	Greenhouse gas emissions (Scope 2) (t-CO_2)	15,901	15,200*	6,706
	Greenhouse gas emissions (Scope 3) (t-CO_2)	—	587,575*	564,191
	Waste emissions (t)	2,796	3,682*	2,832
	Recycling rate (%)	79	80	80
	Wastewater volume (thousand m^3)	273	303	254
	PRTR (t)	0	0	0

* Change from last year's disclosed figures (change of baseline year figures to meet SBTi certification requirements)

Item	Content			Unit	Fiscal 2019	Fiscal 2020	Fiscal 2021	Fiscal 2022	Fiscal 2023	Fiscal 2023 Coverage*2	Calculation Method and Other Note
INPUT	Energy consumption	Consumption of non-renewable energy	Electricity (non-renewable)	1,000 kWh	44,551	42,287	42,970	45,778*1	16,787	99%*3	
			City gas	1,000 m^3	1,108	1,212	1,238	1,585*1	1,415		
			LPG	t	19	16	19	17	15		
			LNG	t	0	0	0	0	0		
			Heavy oil	kL	0	0	0	0	0		
			Kerosene	kL	24	1	1	1	1		
			Diesel oil	kL	24	13	0	19	19		
		Consumption of renewable energy	Electricity (renewable)	1,000 kWh	6,704	5,871	6,085	8,688	36,178		
		Consumption of other non-renewable energy	Gasoline (fleet)	kL	604	518	502	3,116	3,432		
			Diesel oil (fleet)		10	10	8	1,200*1	1,172		
		Total consumption		GJ	542,184	516,936	524,686	711,139*1	683,731		Total consumption = Σ (consumption by energy type × conversion factor*4)
	Water use volume	Groundwater		1,000 m^3	75	86	96	90	103	71%	Groundwater intake
		Purchased water			437	366	391	410	439		
		Total volume			512	452	487	501	542		
	Amount of office paper used			t	36	30	28	34	22	27%	
	PRTR input			t	0	0	0	0	0	37%	The amount of PRTR substances handled at business sites that handle chemicals in Japan
OUTPUT	Greenhouse gas emissions Scope 1*3	CO_2 emissions of energy consumption from stationary combustion sources		t-CO_2	2,665	2,807	2,836	3,649*1	2,994	99%*3	Emissions = Σ (fuel consumption × CO_2 emission factor*4)
		CO_2 emissions from fleet			1,428	1,227	1,187	10,337*1	10,931		
		Total emissions			4,093	4,034	4,023	13,986*1	13,925		
	Greenhouse gas emissions Scope 2*3	Total emissions		t-CO_2	21,710	15,476	15,901	15,200*1	6,706		Emissions = Σ (purchased electricity consumption × CO_2 emission factor*5)+ Σ (purchased steam consumption × CO_2 emission factor*4)
	Scopes 1 + 2	Total emissions		t-CO_2	25,803	19,510	19,924	29,186*1	20,632		
	Greenhouse gas emissions Scope 3*3	Total emissions		t-CO_2	—	—	—	587,575*1	564,191	—	
	Waste emissions	Total emissions		t	2,722	2,529	2,796	3,682*1	2,832	79%	Waste emissions = general waste emissions + industrial waste emissions
		Total emissions (excluding sales offices in Japan)			2,591	2,411	2,689	3,537	2,690		
		Waste used for material recycling			1,560	1,711	1,929	2,445	1,777		Amount of waste converted into valuables as a result of a third-party process. Includes waste converted into fuel (such as RPF)
		Recycled waste (including energy recovery)			1,744	1,884	2,130	2,838	2,145		Amount of waste reused, used for material recycling, or used for energy recovery (thermal recycling)
		Total amount of waste disposal			847	527	559	699	545		Total amount of waste disposal = total emissions - recycled waste (including energy recovery)
		Material recycling rate		%	60	71	72	69	66		
		Recycling rate (including energy recovery)			67	78	79	80	80		
	Wastewater volume	Total emissions		1,000 m^3	287	270	273	303	254	71%	
	PRTR output	Emissions		t	0	0	0	0	0	37%	Amount of PRTR emitted from business sites that handle chemicals in Japan
		Transfers			0	0	0	0	0		Amount of PRTR transferred from business sites that handle chemicals in Japan
Compliance	Violations of environmental regulations (e.g., air and water pollution)	Total amount of large fines		100 million yen	0		0	0	0	100%	
		Number of sanctions other than fines		Cases	0		0	0	0		
	Significant spills and losses of chemical substances	Total number of cases		Cases	0		0	0	0		
		Total leakage volume		t	0		0	0	0		

*1 Change from last year's disclosed figures (change of baseline year figures to meet SBTi certification requirements)

*2 Coverage is calculated based on the number of employees.

*3 The boundary of GHG emissions for entities consolidated under the financial control criterion.

*4 Conversion factors and emission factors are based on the "Act on Promotion of Global Warming Countermeasures".

*5 Japan: Adjusted emission factors from the list of emission factors for each electric power company released in accordance with the "Act on Promotion of Global Warming Countermeasures" (For submission in 2024)

Other countries: 2021 emission factors from the IEA Emission Factors 2023, IEA

In fiscal 2020, calculation methodology changed to the latest emission factors. The following emission factors were used previously.

- Japan (fiscal 2019): Adjusted emission factors from the list of emission factors for each electric power company released in accordance with the "Act on Promotion of Global Warming Countermeasures" (For submission in 2017)
- Other countries (fiscal 2019): 2016 emission factors from the Emissions from Fuel Combustion 2018, IEA

Scope3	FY2022 ($t\text{-}CO_2$)	FY2023 ($t\text{-}CO_2$)
Category 1: Purchased goods and services	202,046	190,948
Category 2: Capital goods*	103,273	124,569
Category 3: Fuel- and energy-related activities (not included in scope 1 or scope 2)	9,734	7,699
Category 4: Upstream transportation and distribution	87,270	69,164
Category 5: Waste generated in operations	4,588	5,648
Category 6: Business travel	1,084	1,197
Category 7: Employee commuting	2,352	2,595
Category 8: Upstream leased assets	0	0
Category 9: Downstream transportation and distribution	6,911	6,916
Category 10: Processing of sold products	0	0
Category 11: Use of sold products	154,796	139,649
Category 12: End-of-life treatment of sold products	15,491	15,795
Category 13: Downstream leased assets	0	0
Category 14: Franchises	0	0
Category 15: Investments	31	10
Total emissions	587,575	564,191

* Change from last year's disclosed figures (change of baseline year figures to meet SBTi certification requirements)

Performance Data

Independent Practitioner's Assurance

CERTIFICATION INTERNATIONAL
SOCOTEC

Independent Assurance Report

Mr. Kaoru Asano
President
SYSMEX CORPORATION

We, SOCOTEC Certification Japan (hereafter "SOCOTEC"), have performed a limited assurance engagement, in response to the entrustment from SYSMEX CORPORATION (hereafter "the Company") in order to provide an opinion as to whether the subject matter information ("FY2023 GHG Emissions, Environmental and Social Performance Data" (period: 1 April 2023 to 31 March 2024)) of the Company meets the criteria in all material respects.

1 Subject Matter Information and Criteria

The subject matter information for our assurance is "a report on GHG Emissions, Environmental and Social Performance Data (shown in APPENDIX)" covering the operations and activities of the Company and its consolidated companies in Japan and overseas (7 domestic subsidiaries and 44 overseas subsidiaries) described in "FY2023 GHG Emissions, Environmental and Social Performance Data" (period: 1 April 2023 to 31 March 2024).
The criteria for preparing subject matter information is "Environmental Performance Data Calculation Standards (Ver.13)".

2 Management Responsibility

"FY2023 GHG Emissions, Environmental and Social Performance Data" (period: 1 April 2023 to 31 March 2024) was prepared by the management of the Company, who is responsible for the integrity of the assertions, statements, and claims made therein (including the assertions over which we have been engaged to provide limited assurance), the collection, quantification and presentation of all data and information in the report, and applied criteria, analysis and publication.
The management of the Company is responsible for maintaining adequate records and internal controls that are designed to support the reporting process and ensure that "FY2023 GHG Emissions, Environmental and Social Performance Data" (period: 1 April 2023 to 31 March 2024) is free from material misstatement whether intentional or negligent.

3 Assurance Practitioner's Responsibility

The responsibility of SOCOTEC is to express a limited assurance conclusion as to whether the subject matter information has been prepared in compliance with the criteria in all material respects.
SOCOTEC performed limited assurance engagement in accordance with the verification procedures stipulated by SOCOTEC and "JIS Q 14064-3:2023 (ISO14064-3:2019) Specification with guidance for the verification and validation of greenhouse gas statements" and the International Standard on Assurance Engagements (ISAE) 3000 (Revised), "Assurance Engagements Other than Audits or Reviews of Historical Financial Information" of International Auditing and Assurance Standards Board (IAASB).
The procedures implemented in the limited assurance engagement are limited in their type, timing and scope as compared to the procedures implemented in the reasonable assurance engagement. As a result, our limited assurance engagement does not provide as high assurance as reasonable assurance engagement.
Our procedures performed depend on the assurance professional practitioner's judgement, including the risk of material misstatement, whether due to fraud or error. Our conclusion was not designed to provide assurance on internal controls. We believe that we have obtained the evidence to provide a basis for the conclusion for limited assurance.

4 Assurance Procedures

The procedures that SOCOTEC has conducted are based on professional judgment and include, but are not limited to:

- Evaluation of policies and procedures created by the Company in relation to subject matter information
- Questions to the Company personnel to understand the above policies and procedures
- Verification that the target project meets eligibility requirements
- Matching with the basis data by trial calculation and recalculation
- Obtaining and collating material for important assumptions and other data
- Sites visited to confirm the calculation structure and procedures, data collection and implementation status of record control:
  Head Office / Technopark / Seishin Factory

5 Statement of Our Independence, Quality Control and Competence

SOCOTEC has introduced and maintained a comprehensive management system that conforms to the accreditation requirements of "ISO17021 Conformity assessment -- Requirements for bodies providing audit and certification of management systems". In addition, we have also established a management system according to "ISO14065 Greenhouse gases -- Requirements for greenhouse gas validation and verification bodies for use in accreditation or other forms of recognition". These meet the requirements of International Standard on Quality Control 1 by the International Auditing and Assurance Standards Board and Code of Ethics for Professional Accountants by International Ethics Standards Board for Accountants. We maintain a comprehensive quality control system that includes ethical rules, professional standards and documented policies and procedures for compliance with applicable laws and regulations.

The SOCOTEC Group is a comprehensive third-party organisation in inspection, testing and certification operations, and conducts management system certification services and training services related to quality, environment, labour and information security in countries around the world. Engaged in performance data and sustainability report assurance of environmental and social information, SOCOTEC affirms that it is independent of the organisation that has ordered the assurance engagement, its affiliated companies, and stakeholders, and that there is no possibility of impairing impartiality or conflict of interest.

We assure that the team engaged in the assurance is selected based on knowledge, experience in the relevant industry, and the competence requirements for this assurance engagement.

6 Use of Report

Our responsibility in performing our limited assurance activities is to the management of the company only in accordance with the terms for this engagement as agreed with the Company. We do not therefore assume any responsibility for any other purpose or to any other person or organisation.

7 Our Conclusion

On the basis of our procedures performed and evidence obtained nothing has come to our attention that causes us to believe that the subject matter information is not, in all material respects, prepared and reported in accordance with the stated criteria.

SOCOTEC Certification Japan

Seigo Futaba
Managing Director
24 September 2024

APPENDIX to Independent Assurance Report

GHG Emissions, Environmental and Social Performance Data

Table1 GHG Emissions Data

Item			Figure	Unit
Scope 1			12,790	t-CO2
Scope 2: Market-based			6,607	t-CO2
Scope 3	Category 2	Capital goods	124,569	t-CO2e

Table2 Environmental Performance Data

Item	Figure	Unit
Water withdrawals	542	thousand m³
Domestic industrial Wastes Emissions	457	t

Table3 Social Performance Data

Item	Figure	Unit
Female managers ratio (Sysmex Corporation)	10.3	%

SOCOTEC Certification Japan: This appendix is a valid document as an appendix
to the independent assurance report issued to SYSMEX CORPORATION Limited on September 24, 2024.
APPENDIX 1 / 1