

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

Item			Unit	Scope	Fiscal 2022	Fiscal 2023	Fiscal 2024
Rate of mid-career hires in managerial posts			%	Sysmex Corporation	41.7	39.8	39.0
Salary comparison between men and women*3	All employees	Total annual salary	%	Sysmex Corporation	56.2	58.4	68.1
	Regular employees (employees in managerial posts and general employees)	Total annual salary	%	Sysmex Corporation	72.1	74.2	78.7
	Nonregular employees (contract and part-time employees)	Total annual salary	%	Sysmex Corporation	39.6	35.9	44.2
	Employees in managerial posts	Base salary	%	Sysmex Corporation	94.9	94.7	96.1
		Total annual salary	%	Sysmex Corporation	93.1	94.0	96.2
	General employees	Base salary	%	Sysmex Corporation	88.7	88.6	89.1
		Total annual salary	%	Sysmex 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*	%	Sysmex 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	%	Sysmex Corporation	57	65	68
	Percentage of positive responses to the Sysmex Way in the corporate culture survey*2	%	Sysmex Corporation	69	70	70
	Percentage of positive responses to well-being in the corporate culture survey*3	%	Sysmex Corporation	56	57	59
	Corporate culture survey response rate	%	Sysmex Corporation	92	92	91
Promotion of diverse working styles and “smart work”	Percentage of employees returning after childcare leave	%	Sysmex Corporation	100	99	99
	Percentage of men taking childcare leave	%	Sysmex Corporation	62	61	77

\*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 2022	Fiscal 2023	Fiscal 2024
Lost work day rate*1		—	Sysmex Corporation	0.06	0.07	0.06
Lost-time injuries frequency rate*2		—	Sysmex Corporation	0.75	0.44	0.42
Work-related deaths*3		people	Sysmex Corporation	0	0	0
Work-related injuries and illnesses		people	Sysmex Corporation	5	3	3
Rate of attendance of health and safety training*4		%	Sysmex Corporation	—	93.3	96.4
Total annual working hours*5		hours	Sysmex Corporation	2,020	2,010	2,009
Total workdays lost		days	Sysmex Corporation	377	443	399
Total actual number of working hours		hours	Sysmex Corporation	6,624,722	6,859,072	7,132,258
Employees taking childcare leaves	Women	people	Sysmex Corporation	31	43	29
	Men	people	Sysmex Corporation	49	53	62
Employees working shorter hours for childcare	Women	people	Sysmex Corporation	148	153	134
	Men	people	Sysmex Corporation	5	3	3
Percentage of employees returning after childcare leaves	Women	%	Sysmex Corporation	100	97	97
	Men	%	Sysmex Corporation	100	100	100
Employees taking accumulated paid leave		people	Sysmex Corporation	123	153	154
Children in in-house daycare center	Total during year	people	Sysmex Corporation	21	30	25
	At fiscal year-end	people	Sysmex Corporation	19	26	24
Reemployment of personnel leaving for reasons of childcare or nursing care	New registrants	people	Sysmex Corporation	0	1	0
	Employees reemployed	people	Sysmex Corporation	1	0	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	39.4	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)* <sup>6</sup>	%	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* <sup>1</sup>	thousand yen	Sysmex Corporation	13.6	14.8	15.0
	Sales per employee* <sup>2</sup>	million yen	Sysmex Corporation	58	60	63
EBIT, sales, and profit per employee	EBIT per employee* <sup>3</sup>	million yen	Sysmex Corporation	14	11	15
	Operating profit per employee* <sup>5</sup>	million yen	Sysmex Corporation	14	16	16
Rol of human capital	Added value	million yen	Sysmex Corporation	97,920	108,809	114,291
	Rate of increase or decrease in real human capital investment* <sup>6</sup>	%	Sysmex Corporation	4.7	1.0	1.0
	Rol of human capital* <sup>7</sup>	%	Sysmex Corporation	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 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 2022	Fiscal 2023	Fiscal 2024
Average days necessary for employment	Average days necessary for employment of newly graduated recruits	days	Sysmex Corporation	38	48	65
	Average days necessary for employment of mid-career hires	days	Sysmex Corporation	161	155	188
Days necessary to fill important positions		days	Sysmex Corporation	0	0	0
Percentage of internal appointments* <sup>1</sup>		%	Sysmex Corporation	66.6	67.5	76.1
Percentage of internal appointments to important positions	Percentage of internal appointments to GG4 or higher positions* <sup>2</sup>	%	Sysmex Corporation	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* <sup>3</sup>	Total	people	Sysmex Corporation	104	124	152
	Men	people	Sysmex Corporation	64	68	97
	Women	people	Sysmex Corporation	40	56	55
	Non-Japanese	people	Sysmex Corporation	13	15	12
Mid-career hires* <sup>3</sup>	Total	people	Sysmex Corporation	109	102	92
	Men	people	Sysmex Corporation	81	86	70
	Women	people	Sysmex Corporation	28	16	22
	Non-Japanese	people	Sysmex Corporation	1	3	3
Promotions to regular employees	Total	people	Sysmex Corporation	31	31	41
	Contract employees	people	Sysmex Corporation	16	16	19
	Temporary employees	people	Sysmex Corporation	15	15	22
Number of interns accepted	Total	people	Sysmex Corporation	811	970	880
	Non-Japanese	people	Sysmex Corporation	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	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	Sysmex Corporation	2,822	2,946	3,085
	Part-time employees		people	Sysmex Corporation	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.

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.



保坂 駿介

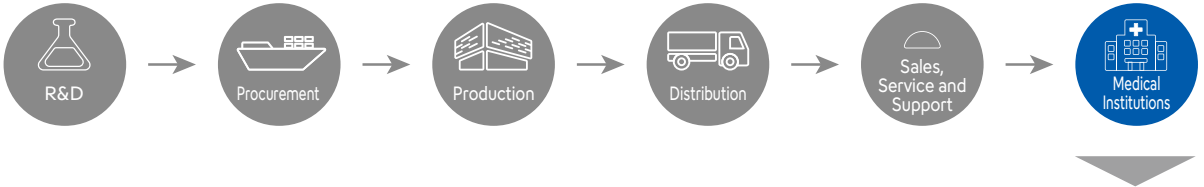
HC Produce Inc.  
CEO Shunsuke Hosaka  
October 16<sup>th</sup> 2023

Performance Data

Environmental Data

INPUT			
	Fiscal 2022	Fiscal 2023	Fiscal 2024
Electricity (MWh)	54,466	52,965	55,218
City gas (thousand m³)	1,585	1,415	1,416
LPG (t)	17	15	11
LNG (t)	0	0	0
Heavy oil (kL)	0	0	0
Kerosene (kL)	1	1	1
Diesel oil (kL)	19	19	19
Gasoline for fleet in Japan (kL)	3,116	3,432	3,674
Diesel for fleet in Japan (kL)	1,200	1,172	782
Water use volume (thousand m³)	501	542	558
Office paper (t)	34	22	23
PRTR (t)	0	0	0

Sysmex’s Business Activities



OUTPUT			
	Fiscal 2022	Fiscal 2023	Fiscal 2024
Greenhouse gas emissions (Scope 1) (t-CO <sub>2</sub> )	13,986	13,925	13,449
Greenhouse gas emissions (Scope 2) (t-CO <sub>2</sub> )	15,200	6,706	6,183
Greenhouse gas emissions (Scope 3) (t-CO <sub>2</sub> )	587,575	564,191	581,743
Waste emissions (t)	3,682	2,832	3,040
Recycling rate (%)	80	80	81
Wastewater volume (thousand m³)	303	254	292
PRTR (t)	0	0	0

Item	Content			Unit	Fiscal 2020	
INPUT	Energy consumption	Consumption of non-renewable energy	Electricity (non-renewable)	MWh	42,287	
			City gas	1,000 m³	1,212	
			LPG	t	16	
			LNG	t	0	
			Heavy oil	kL	0	
			Kerosene	kL	1	
			Diesel oil	kL	13	
		Consumption of renewable energy	Electricity (renewable)	MWh	5,871	
		Consumption of other non-renewable energy	Gasoline (fleet)	kL	518	
			Diesel oil (fleet)		10	
		Total consumption (non-renewable energy)			MWh	137,723
		Total consumption			GJ	516,936
	Water use volume	Groundwater		1,000 m³	86	
		Purchased water			366	
		Total volume			452	
	Amount of office paper used				t	30
	PRTR input				t	0
OUTPUT	Greenhouse gas emissions Scope 1	CO <sub>2</sub> emissions of energy consumption from stationary combustion sources		t-CO <sub>2</sub>	2,807	
		CO <sub>2</sub> emissions from fleet			1,227	
		Total emissions			4,034	
	Greenhouse gas emissions Scope 2	Total emissions		t-CO <sub>2</sub>	15,476	
	Scopes 1 + 2	Total emissions		t-CO <sub>2</sub>	19,510	
	Greenhouse gas emissions Scope 3	Total emissions		t-CO <sub>2</sub>	—	
	Waste emissions	Total emissions		t	2,529	
		Total emissions (excluding sales offices in Japan)		t	2,411	
		Waste used for material recycling			1,711	
		Recycled waste (including energy recovery)			1,884	
		Total amount of waste disposal			527	
		Material recycling rate		%	71	
		Recycling rate (including energy recovery)			78	
	Wastewater volume	Total emissions		1,000 m³	270	
	PRTR output	Emissions		t	0	
		Transfers			0	
	Compliance	Violations of environmental regulations (e.g., air and water pollution)	Total amount of large fines		100 million yen	
Number of sanctions other than fines			Cases			
Significant spills and losses of chemical substances		Total number of cases		Cases		
		Total leakage volume		t		

\*1 Coverage is calculated based on the number of employees.

\*2 The boundary of GHG emissions for entities consolidated under the financial control criterion.

\*3 Conversion factors and emission factors are based on the “Act on Promotion of Global Warming Countermeasures”.

\*4 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 2025)  
Other countries: 2021 emission factors from the IEA Emission Factors 2023, IEA

Fiscal 2021	Fiscal 2022	Fiscal 2023	Fiscal 2024	Fiscal 2024 Coverage*1	Calculation Method and Other Note
42,970	45,778	16,787	15,574	99%*2	—
1,238	1,585	1,415	1,416		—
19	17	15	11		—
0	0	0	0		—
0	0	0	0		—
1	1	1	1		—
0	19	19	19		—
6,085	8,688	36,178	39,644		—
502	3,116	3,432	3,674		—
8	1,200	1,172	782		—
139,661	188,850	153,747	153,265		
524,686	711,139	683,731	694,470		Total consumption = Σ (consumption by energy type × conversion factor*3)
96	90	103	130	83%	—
391	410	439	428		—
487	501	542	558		—
28	34	22	23	27%	—
0	0	0	0	38%	The amount of PRTR substances handled at business sites that handle chemicals in Japan
2,836	3,649	2,994	2,987	99%*2	Emissions = Σ (fuel consumption × CO <sub>2</sub> emission factor*3)
1,187	10,337	10,931	10,462		
4,023	13,986	13,925	13,449		Emissions = Σ (purchased electricity consumption × CO <sub>2</sub> emission factor*4)+ Σ (purchased steam consumption × CO <sub>2</sub> emission factor*3)
15,901	15,200	6,706	6,183		
19,924	29,186	20,632	19,632		—
—	587,575	564,191	581,743	—	—
2,796	3,682	2,832	3,040	90%	Waste emissions = general waste emissions + industrial waste emissions
2,689	3,537	2,690	2,941	84%	—
1,929	2,445	1,777	1,880		Amount of waste converted into valuables as a result of a third-party process. Includes waste converted into fuel (such as RPF)
2,130	2,838	2,145	2,368		Amount of waste reused, used for material recycling, or used for energy recovery (thermal recycling)
559	699	545	572		Total amount of waste disposal = total emissions - recycled waste (including energy recovery)
72	69	66	64		—
79	80	80	81		—
273	303	254	292	83%	—
0	0	0	0	38%	Amount of PRTR emitted from business sites that handle chemicals in Japan
0	0	0	0		Amount of PRTR transferred from business sites that handle chemicals in Japan
0	0	0	0	100%	
0	0	0	0		
0	0	0	0		
0	0	0	0		

Scope3	FY2022 (t-CO <sub>2</sub> )	FY2023 (t-CO <sub>2</sub> )	FY2024 (t-CO <sub>2</sub> )
Category 1: Purchased goods and services	202,046	190,948	219,743
Category 2: Capital goods	103,273	124,569	118,261
Category 3: Fuel- and energy-related activities (not included in scope 1 or scope 2)	9,734	7,699	7,851
Category 4: Upstream transportation and distribution	87,270	69,164	72,326
Category 5: Waste generated in operations	4,588	5,648	5,774
Category 6: Business travel	1,084	1,197	1,245
Category 7: Employee commuting	2,352	2,595	2,699
Category 8: Upstream leased assets	0	0	0
Category 9: Downstream transportation and distribution	6,911	6,916	7,233
Category 10: Processing of sold products	0	0	0
Category 11: Use of sold products	154,796	139,649	130,042
Category 12: End-of-life treatment of sold products	15,491	15,795	16,558
Category 13: Downstream leased assets	0	0	0
Category 14: Franchises	0	0	0
Category 15: Investments	31	10	11
Total emissions	587,575	564,191	581,743

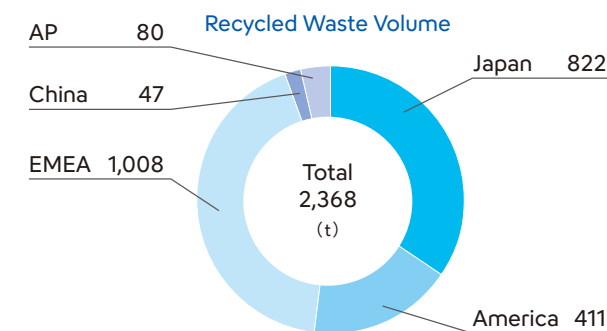
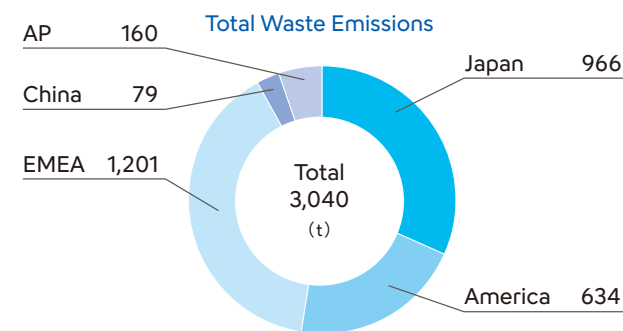
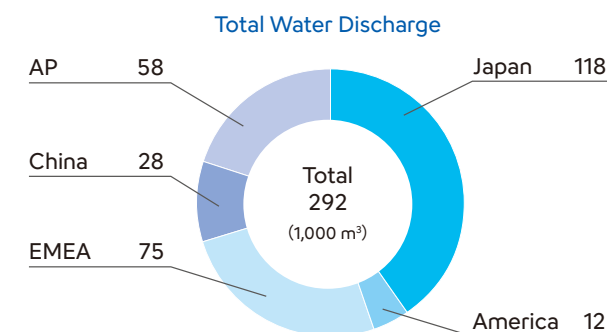
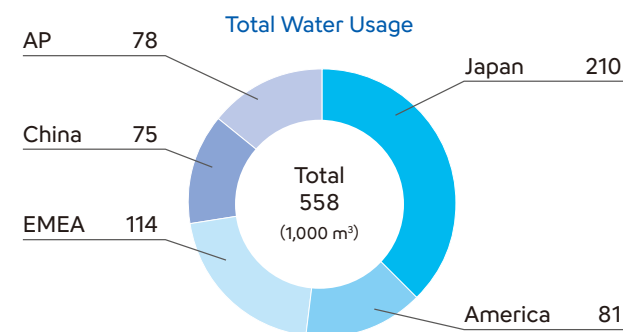
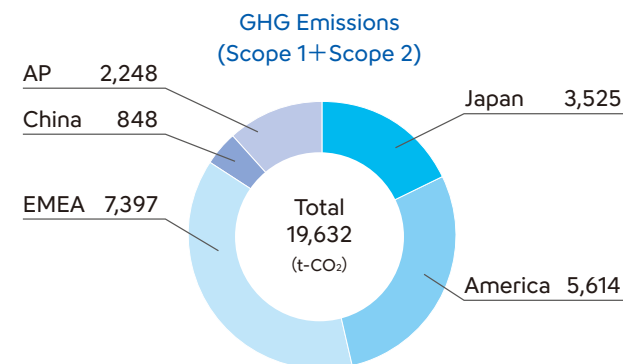
### Global Core Indicators

#### Quantitative assessment of natural capital as recommended by TNFD

Indicator number	Factors of natural change	Measurement details	Unit	FY2024
—	Climate change	GHG Emissions Scope 1	t-CO <sub>2</sub>	13,449
		GHG Emissions Scope 2	t-CO <sub>2</sub>	6,183
		GHG Emissions Scope 3	t-CO <sub>2</sub>	581,743
C1.0	Land use change	Total area managed by the Sysmex group (status of major facilities described in the annual securities report)	m <sup>2</sup>	401,621
C2.1	Pollution	Water Drainage	1,000 m <sup>3</sup>	292
C2.2		Total Waste Emissions	t	3,040
C2.3		Recycling of containers and packaging materials and utilization rate of environmentally friendly materials	%	62
C2.4		PRTR emissions at domestic chemical sites	t	0
C3.0	Resource Use /Replenishment	Water withdrawals in water-stressed areas	1,000 m <sup>3</sup>	97

### Environmental Performance Data by Business Region

#### Quantitative assessment of dependency and impact





## Performance Data

## Independent Practitioner's Assurance



## 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 ("FY2024 GHG Emissions, Environmental and Social Performance Data" (period: 1 April 2024 to 31 March 2025)) 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 the Appendix)" covering the operations and activities of the Company and its consolidated companies in Japan and overseas (eight domestic subsidiaries and 50 overseas subsidiaries) described in "FY2024 GHG Emissions, Environmental and Social Performance Data" (period: 1 April 2024 to 31 March 2025).

The criteria for preparing subject matter information is the "Environmental Performance Data Calculation Standards (Ver.14)".

**2 Management Responsibility**

The "FY2024 GHG Emissions, Environmental and Social Performance Data" (period: 1 April 2024 to 31 March 2025) 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 the "FY2024 GHG Emissions, Environmental and Social Performance Data" (period: 1 April 2024 to 31 March 2025) 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.

We have performed limited assurance engagement in accordance with the verification procedures stipulated by SOCOTEC and "JIS Q 14064-3:2023 (ISO 14064-3:2019) 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 performed in the limited assurance engagement are limited in their type, timing and scope as compared to the procedures performed 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 an assessment of 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 our limited assurance conclusions.



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**4 Assurance Procedures**

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

- Evaluation of policies and procedures created by the Company in relation to subject matter information
- Inquiries 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:  
Solution Center / I-Square / Ono Factory

**5 Statement of Our Independence, Quality Management and Competence**

SOCOTEC has introduced and maintained a comprehensive management system that conforms to the accreditation requirements of "ISO 17021 Conformity assessment -- Requirements for bodies providing audit and certification of management systems". In addition, we have also established a management system according to "ISO 14065:2020 General principles and requirements for bodies validating and verifying environmental information". These meet the requirements of International Standard on Quality Management 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 management 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 testing, inspection and certification operations, and provides management system certification 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 and experience in the relevant industry, as well as 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 the 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  
31 July 2025



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Appendix to Independent Assurance Report

## GHG Emissions, Environmental and Social Performance Data

Table 1 GHG Emissions Data

Item			Quantity	Unit
Scope 1			13,449	t-CO2e
Scope 2 (Market-based)			6,183	t-CO2e
Scope 3	Category 2	Capital goods	118,261	t-CO2e

Table2 Environmental Performance Data

Item		Figure	Unit
Water withdrawals		558	thousand m <sup>3</sup>
Domestic industrial Wastes Emissions		468	t
Energy consumption		694,470	GJ

Table3 Social Performance Data

Item		Figure	Unit
Female managers ratio (SYSMEX CORPORATION)		10.0	%



SOCOTEC Certification Japan: This appendix is a valid document as an appendix to the independent assurance report issued to SYSMEX CORPORATION on July 31, 2025.

APPENDIX 1 / 1