

Sysmex Corporation Action Plan

Sysmex honors diversity regardless of gender, nationality, disability, or other factors. It respects the individuality of each employee and proactively works toward providing a workplace in which they can realize their full potential. To that end, the following action plan was formulated.

1. Plan Period
April 1, 2021 to March 31, 2025 (4 years)

2. The Company’s Challenges
 - (1) Compared with the percentage of female employees, the percentage of female managers is low. While 32% of regular employees are women, the figure for female managers is 8%, and the percentage has remained at 20% for the next-generation manager class as well.
 - (2) There is variance in the level of understanding and adoption regarding diverse working styles and systems to support a balanced workstyle. Although our personnel system purports gender equality, there remains an inherent unconscious bias among both men and women that “implicitly, women should protect the home and men should work”.

3. Targets, Details of Initiatives, and Implementation Period

<p style="text-align: center;">Target 1: Increase the percentage of female managers (director level or above) to over 15%</p>
<p>Details of Initiative (1) Conduct fair recruiting without differentiating genders and disclose hiring results</p> <ul style="list-style-type: none"> - To increase the overall number of female applicants, conduct proactive public relations activities such as creating opportunities for female employees to talk about their work to potential candidates
<p>Details of Initiative (2) Develop female leaders</p> <ul style="list-style-type: none"> - From 2021, introduce a job-based personnel system, support the career development of women, and promote the active participation of women - Provide training programs that support career motivation

Target 2: Promote diverse working styles and systems to support a balanced workstyle to reduce total annual working hours to less than 1,950 hours

Details of Initiative (1)

Create an environment that allows for balancing work and home, not only for women but also for men

- From 2021, introduce a system under the concept of smart work (Work from Anywhere) that allows work to be conducted regardless of time or location
- Aim to achieve a rate of 30% for paternity leave and conduct awareness programs that encourage men to take part in child rearing (hold a seminar more than once a year on supporting a balance between work and child-rearing, and create a guidebook for men on obtaining childcare leave)

Details of Initiative (2)

Promotion of diversity & inclusion

- Conduct a tutorial on unconscious bias for all employees
- Once a year, conduct corporate culture surveys