



Business Results

First Three Months of the Fiscal Year Ending March 31, 2025

Sysmex Corporation
August 6, 2024

Together for a better
healthcare journey

About the Changes in Disclosure Categories

Changes in Reportable Segments

1. We have revised our reportable segments to be by managing company rather than by geographic segment.
Note: This improves consistency with the management approach required under IFRS.
2. We have changed the management company overseeing Russia from EMEA to the Asia Pacific (AP).

Key Impacts of Changes in Disclosure Categories

Main documents and sections affected by the change		Changes in reportable segments (Geographic segment → managing company)	Change in the managing company overseeing Russia (EMEA→AP)
Consolidated financial statements Summary of consolidated financial results	Segment P/L	Changed	Changed
	Sales by destination	—	Changed
Financial data	Segment P/L	Changed	Changed
Financial result presentations Financial data	Sales by destination	—	Changed

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• The Sysmex Group adopted International Financial Reporting Standards (IFRS) in the fiscal year ended March 31, 2017. Figures are disclosed in compliance with IFRS.

• In the fiscal year ended March 31, 2022, the Sysmex Group changed its method of recognizing the costs of configuration or customization services in cloud computing contracts as an expense when these services are received.

• This material contains forward-looking statements about the Sysmex Group. These forward-looking statements are based on the current judgments and assumptions of the Sysmex Group in light of the information currently available to it. Uncertainties inherent in such judgments and assumptions, the future course of our business operations and changes in operating environments both in Japan and overseas may cause our actual results, performance, achievements, or financial position to be materially different from any future results, performance, achievements or financial position either expressed or implied within these forward-looking statements.

1. Executive Summary

Executive Summary



Results for the First Three Months of the Fiscal Year Ending March 31, 2025

Higher sales and profit pushed performance to record levels.

Net sales, operating profit, and profit attributable to owners of the parent grew substantially

- 17.4% for net sales
- 26.1% for operating profit
- 28.0% for profit attributable to owners of the parent
- In overseas regions, reagent sales grew substantially, as we gained market share and testing demand increased.
- In Japan, the medical robotics business expanded. Sales were up in all regions, and business was favorable.

Financial Forecast for the Fiscal Year Ending March 31, 2025

Q1 performance was in line with expectations, and we also expect 1H and full-year performance to align with forecasts.

We are promoting measures in individual regions based on our growth strategy, and we anticipate double-digit growth for the Group.

2. Business Results, First Three Months of the Fiscal Year Ending March 31, 2025

Financial Highlights (Year on Year)



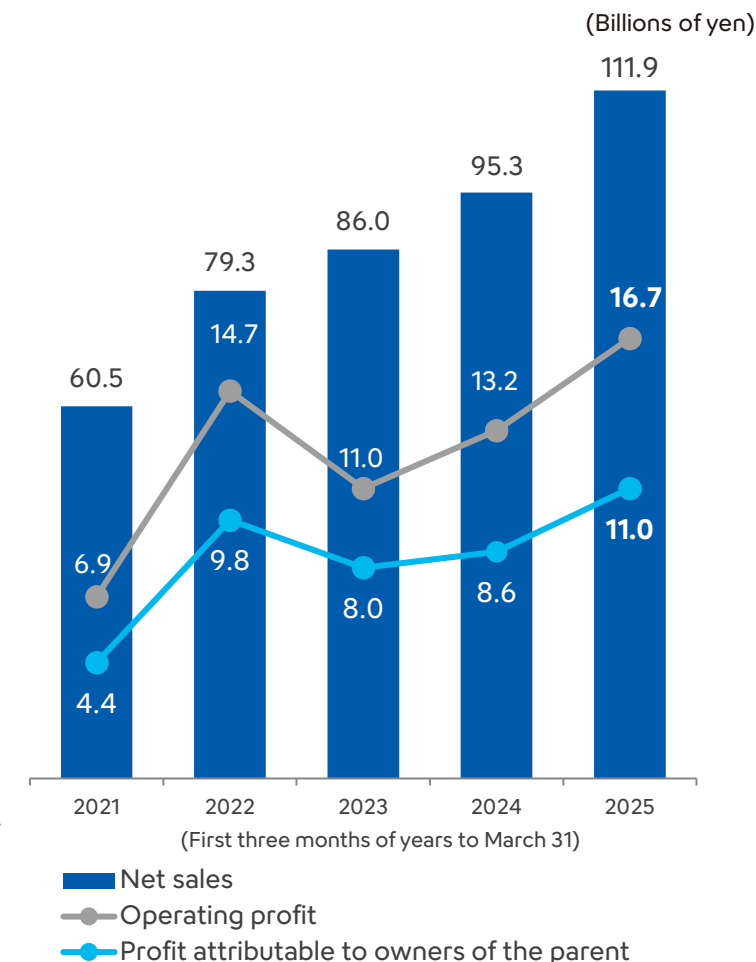
(Billions of yen)	First three months of fiscal year ending March 31, 2025		First three months of fiscal year ended March 31, 2024		YoY (Previous period = 100%)
	Results	Ratio	Results	Ratio	
Net sales	111.9	100%	95.3	100%	117.4%
Cost of sales	51.9	46.4%	44.9	47.1%	115.5%
SG&A expenses	36.0	32.2%	30.1	31.6%	119.5%
R&D expenses	7.3	6.6%	7.1	7.5%	103.1%
Other income (expenses)	0.07	0.1%	0.14	0.2%	51.7%
Operating profit	16.7	15.0%	13.2	13.9%	126.1%
Profit attributable to owners of the parent	11.0	9.9%	8.6	9.0%	128.0%

- ✓ **Net sales:** Led by double-digit growth in AP, sales rose in all regions, reached a record high.
- ✓ **Operating profit:** Although SG&A increased, profit rose significantly due to an improved cost of sales ratio and increased net sales, leading to a historic high

Exchange rate fluctuations raised net sales ¥9.21 billion, SG&A expenses ¥2.71 billion, and operating profit ¥2.38 billion. At the exchange rates prevailing one year earlier, net sales would have been up 7.7% year on year, SG&A expenses up 10.5% and operating profit up 8.1%

- ✓ **Profit attributable to owners of the parent:** Profit rose 28.0%.

Exchange gains (losses): Gain of ¥1.38 billion (increased ¥0.52 billion in the same period of the previous fiscal year)

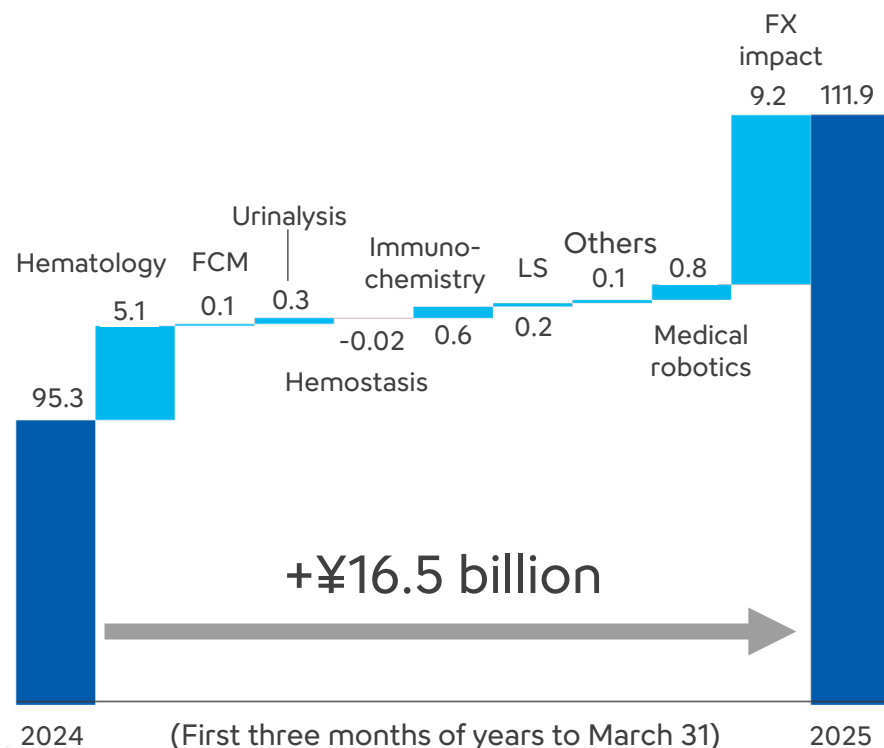


	First three months of fiscal year ending March 31, 2025	First three months of fiscal year ended March 31, 2024
1USD	¥155.9	¥137.4
1EUR	¥167.9	¥149.5
1CNY	¥21.5	¥19.6

Breakdown of Net Sales (by Business and Field)

Sales by Business and Field

(Billions of yen)



COVID-19 related testing

(Included in the life science, immunochemistry and others)

In the first three months of the fiscal year ending March 31, 2025: ¥0.42 billion (Japan only)

(Reference):

In the first three months of the fiscal year ended March 31, 2024: ¥0.47 billion (Japan only)

Performance was favorable in the hematology field, due to the impact of the XR-Series and expansion in emerging markets.

(Billions of yen)	First three months of fiscal year ending March 31, 2025		YoY (Previous period = 100%)	
	Results	Ratio	Yen basis	Excluding FX impact
Net sales	111.9	100.0%	117.4%	107.7%
Hematology	70.6	63.1%	119.2%	108.6%
FCM	0.8	0.7%	128.4%	117.4%
Urinalysis	8.9	8.0%	114.8%	104.1%
Hemostasis	14.6	13.0%	106.9%	99.8%
Immunochemistry	4.6	4.2%	122.5%	116.5%
Clinical chemistry	0.8	0.8%	110.5%	105.4%
Life science	5.2	4.7%	113.5%	104.5%
Others	5.0	4.5%	112.1%	103.0%
Diagnostics business	110.8	99.0%	116.6%	106.9%
Medical robotics business	1.1	1.0%	389.7%	389.7%

Breakdown of Net Sales (by Destination and Product Type)

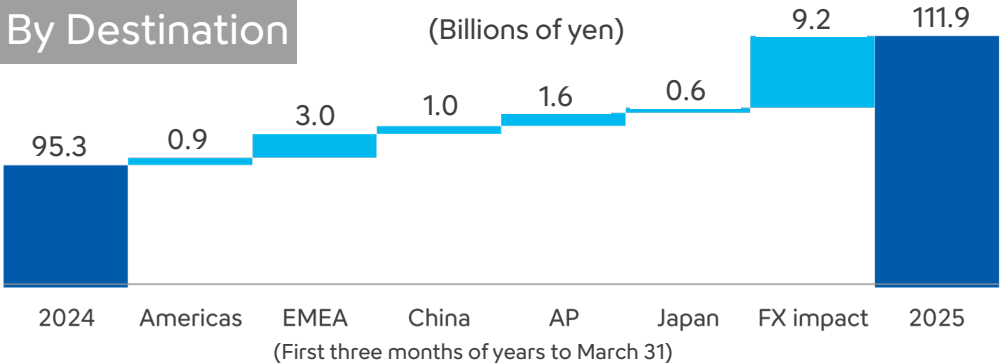


Reagent sales rose by double digits, driving the Group’s growth.

(Billions of yen)	First three months of fiscal year ending March 31, 2025		YoY (Previous period = 100%)	
	Results	Ratio	Yen basis	Local currency basis
Net sales	111.9	100.0%	117.4%	107.7%
Americas	31.6	28.3%	117.1%	103.2%
EMEA	34.7	31.0%	120.7%	107.4%
China	19.5	17.4%	116.7%	106.3%
AP	12.3	11.0%	126.0%	117.3%
Japan	13.7	12.3%	105.2%	-
Instruments	20.8	18.6%	103.7%	94.8%*
Reagents	70.7	63.2%	120.8%	111.2%*
Services	16.1	14.5%	119.2%	108.0%*
Others	4.1	3.7%	133.7%	124.5%*

*Year-on-year increase on a yen basis, excluding the impact of exchange rate fluctuations

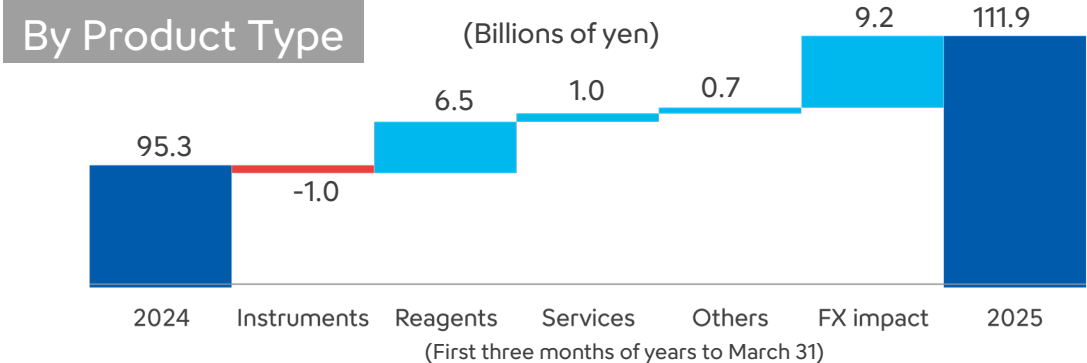
By Destination



Major Reasons for Changes by Destination

Americas	<ul style="list-style-type: none"> Hematology and urinalysis reagents sales grew by double digits. As a result, sales rose
EMEA	<ul style="list-style-type: none"> Sales grew in regions where we transitioned to direct sales, leading to double-digit increases, centered on hematology reagents. As a result, sales rose
China	<ul style="list-style-type: none"> Sales of hematology and immunochemistry reagents grew by double digits. As a result, sales rose
AP	<ul style="list-style-type: none"> Business was favorable in each country in the region, and instrument and reagent sales expanded in all fields. As a result, sales rose by double digits
Japan	<ul style="list-style-type: none"> Sales in the diagnostics were flat year on year due to the favorable performance in the previous period, but sales grew in the medical robotics business. As a result, sales rose

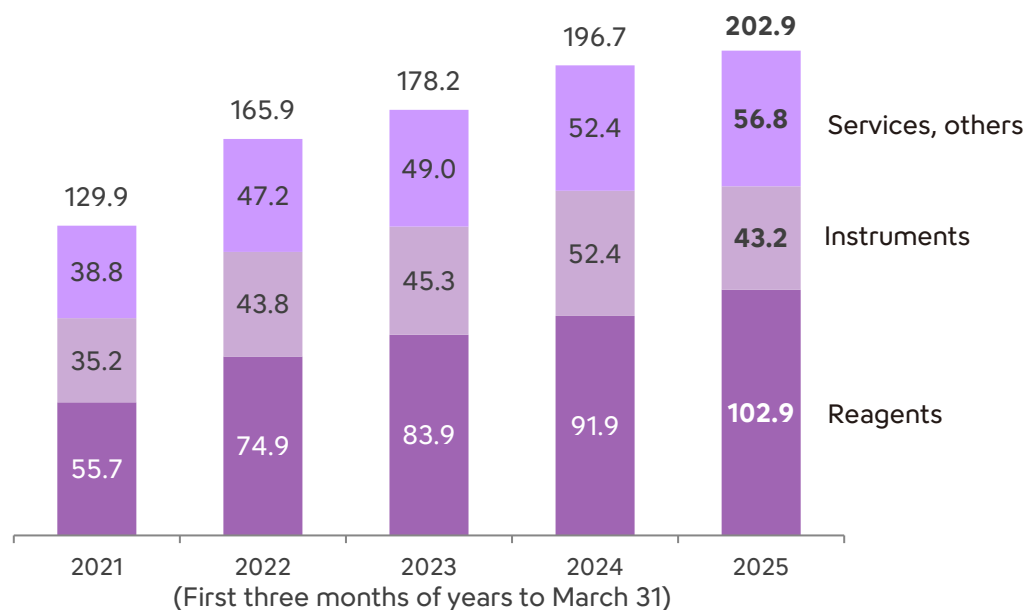
By Product Type



Information by Destination (Americas)

(Million USD)	First three months of fiscal year ending March 31, 2025	First three months of fiscal year ended March 31, 2024	YoY (Previous period = 100%)	
			Local currency basis	Yen basis
Sales	202.9	196.7	103.2%	117.1%
Instruments	43.2	52.4	82.5%	93.6%
Reagents	102.9	91.9	112.0%	127.0%
Services, others	56.8	52.4	108.6%	123.1%

Sales (Million USD)



Despite favorable instrument sales in the same period of the previous year, reagent sales grew, owing to expansion of the installed instrument base, pushing up sales.

● Instruments

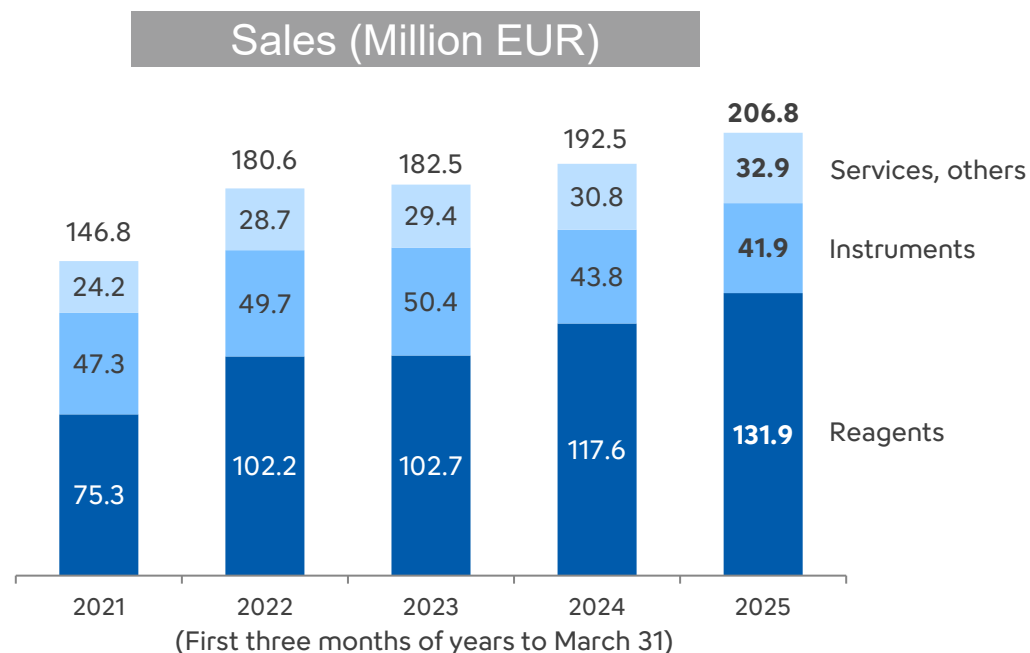
- ✓ Sales were down in comparison to the previous year's favorable performance in the hematology field in North America and large tenders in Central and South America in the urinalysis field.
- ✓ We continued to receive numerous orders in North America, and sales rose in the hematology field in Central and South America in Q1, so we anticipate a recovery from Q2.

● Reagents

- ✓ Sales were favorable in the hematology and urinalysis fields, leading to double-digit increases in reagent sales.

Information by Destination (EMEA)

(Million EUR)	First three months of fiscal year ending March 31, 2025	First three months of fiscal year ended March 31, 2024	YoY (Previous period = 100%)	
			Local currency basis	Yen basis
Sales	206.8	192.5	107.4%	120.7%
Instruments	41.9	43.8	95.6%	107.4%
Reagents	131.9	117.6	112.1%	125.9%
Services, others	32.9	30.8	106.8%	119.7%



Note: Sales to Russia are excluded, for past fiscal years, as well.

Performance in Saudia Arabia and other countries where we transitioned to direct sales led to double-digit growth in reagent sales. This compensated for lower instrument sales, leading to growth in the region.

● Instruments

- ✓ Sales in Germany and the United Kingdom rose, partly due to the XR-Series sales launch in the hematology field.
- ✓ Owing to the transition to direct sales in Italy and other factors, performance was flat.

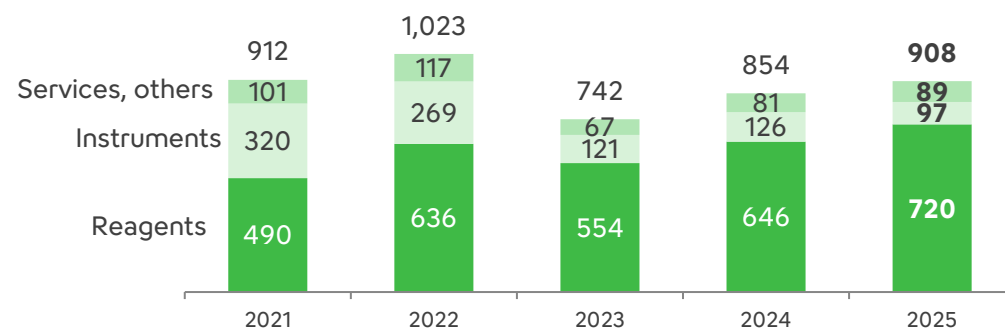
● Reagents

- ✓ Sales were favorable in Saudi Arabia and other countries where we transitioned to direct sales.
- ✓ Sales of hematology, hemostasis, and urinalysis reagents grew by double digits, driving up reagent sales.

Information by Destination (China)

(Million CNY)	First three months of fiscal year ending March 31, 2025	First three months of fiscal year ended March 31, 2024	YoY (Previous period = 100%)	
			Local currency basis	Yen basis
Sales	908.8	854.9	106.3%	116.7%
Instruments	97.8	126.9	77.1%	84.7%
Reagents	720.9	646.3	111.6%	122.5%
Services, others	89.9	81.7	110.0%	121.0%

Sales (Million CNY)



Increased instrument demand due to COVID-19	↑				
Impact of stronger government procurement policies		↓	↓ ↓	↓	
The COVID-19 Pandemic/Lockdowns	↓		↓ ↓		
Impact of external factors on sales fluctuations					

New normal from the second half of the previous year

A change in the shipment dates for hemostasis instruments had a negative impact on sales, but sales were up for the region, owing to favorable sales of hematology instruments and reagents.

● Instruments

- ✓ In the hematology field, favorable sales of locally manufactured products drove double-digit growth.
- ✓ Sales in the hemostasis field were down, as shipments in the CN-Series (locally manufactured product) began in June.
- ✓ From Q2, we expect sales of locally manufactured products to recover.

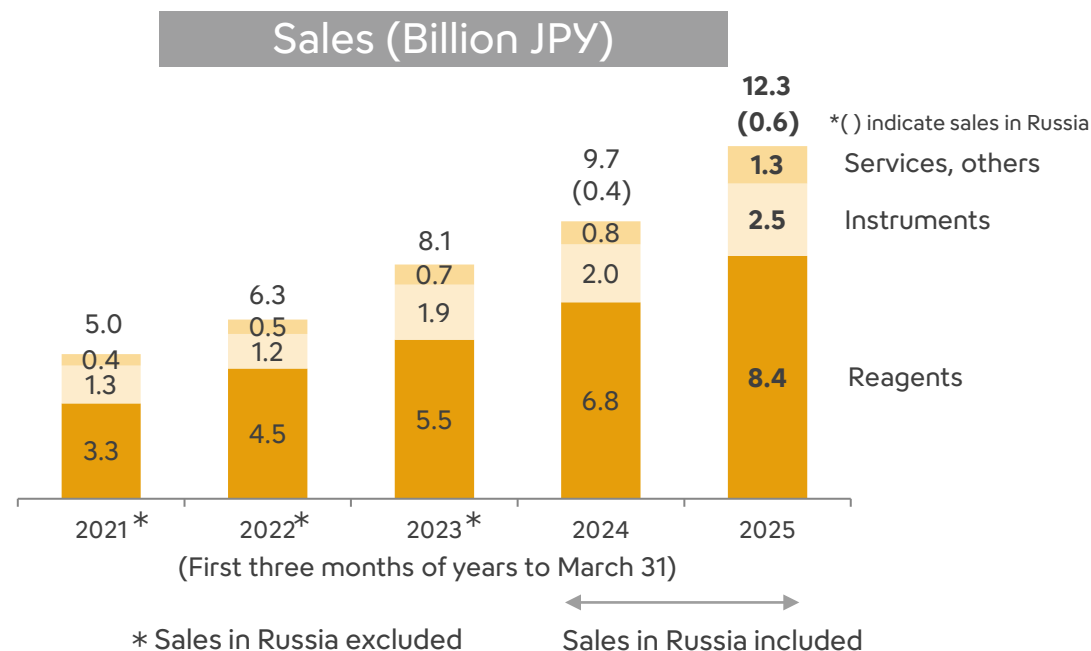
● Reagents

- ✓ Partly due to an increase in the number of examinees, performance was favorable in the hematology and immunochemistry fields, leading to double-digit reagent growth, which pushed up sales.

Information by Destination (AP)

(Billions of yen)	First three months of fiscal year ending March 31, 2025	First three months of fiscal year ended March 31, 2024	YoY (Previous period = 100%) Yen basis
Sales	12.3	9.7	126.0% (117.3%)
Instruments	2.5	2.0	125.4%
Reagents	8.4	6.8	122.4%
Services, others	1.3	0.8	155.3%

Note: Figures in parentheses exclude the impact of exchange rate fluctuations.



As investment in the healthcare infrastructure continued, performance was favorable, particularly in the hematology field, lifting sales by double digits.

● Instruments

- ✓ Favorable performance in the hematology field, centered on India and Australia, led to double-digit sales growth.
- ✓ Performance was robust in the urinalysis and hemostasis fields in India, Thailand, and other parts of Southeast Asia, as was performance in the immunochemistry field in the Philippines. As a result, sales grew substantially.

● Reagents

- ✓ Sales were strong in the hematology field due to an increase in the installed instrument base buoyed performance in India, Southeast Asia, and Taiwan.
- ✓ In the immunochemistry field, an increase in the installed instrument base and the increased adoption of unique parameters led to substantial growth, and sales growth across all fields.

Information by Destination (Japan)

(Billions of yen)	First three months of fiscal year ending March 31, 2025	First three months of fiscal year ended March 31, 2024	YoY (Previous period = 100%) Yen basis
Sales	13.7	13.0	105.2%
Diagnostics business	12.5	12.7	98.7%
Instruments	1.6	1.7	96.3%
Reagents	8.6	8.8	98.2%
Services, others	2.2	2.1	102.7%
Medical robotics business	1.1	0.2	389.7%

Performance was flat in the diagnostics business, which had been favorable in the same period of the previous year, but sales in the medical robotics business grew, pushing up sales for the region.

Diagnostics business

● Instruments

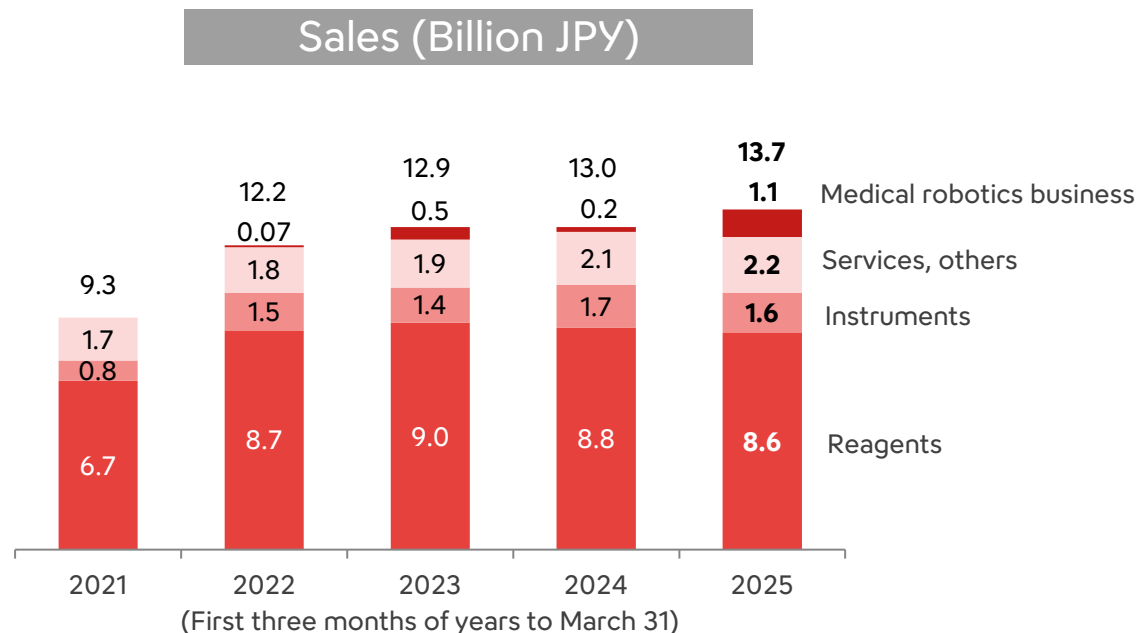
- ✓ Performance in the hematology field was favorable, and sales grew by double digits. However, overall results were flat, owing to comparison with the previous year's solid results in the urinalysis and hemostasis fields.

● Reagents

- ✓ Sales were flat, despite the increase adoption of parameters in the immunochemistry field.

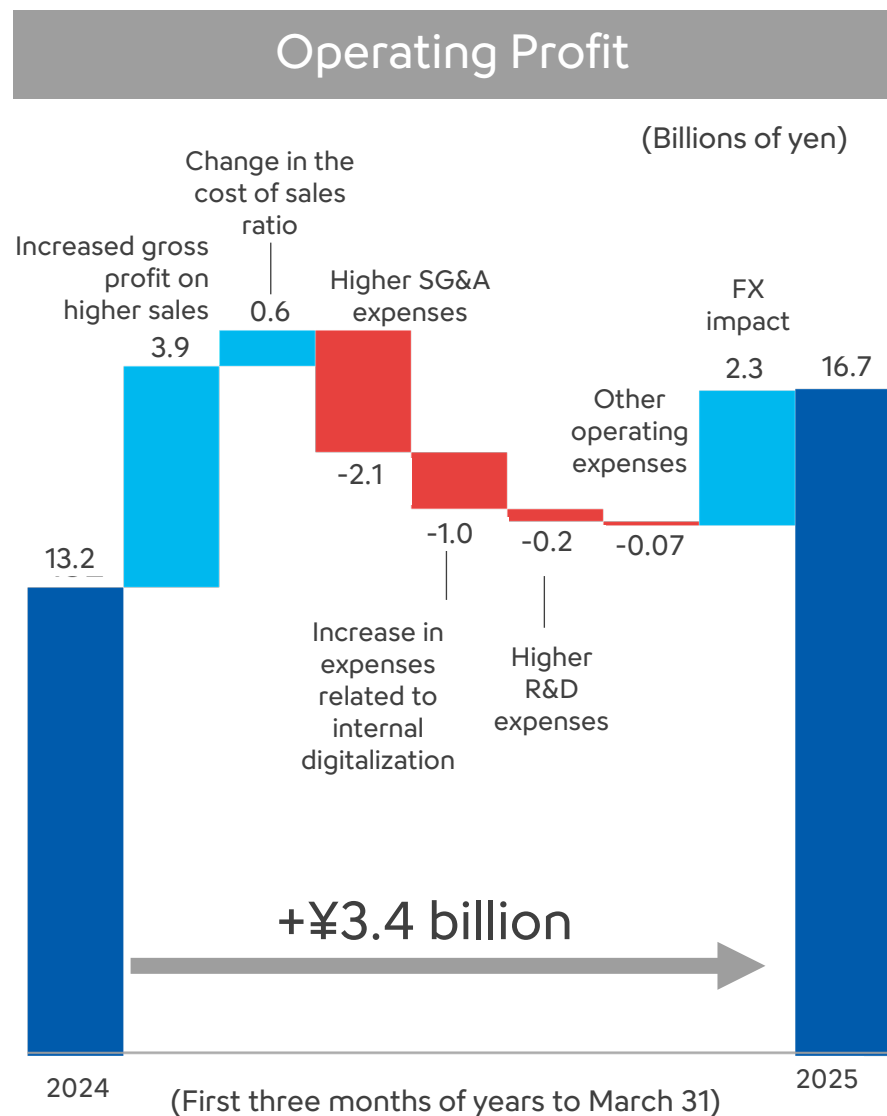
Medical robotics business

- ✓ Units installed in Q1: 6, bringing the cumulative total to 61
- ✓ Sales of services and consumables (such as forceps) rose, in line with the increase installed units and the number of cases.



Breakdown of Operating Profit

Note: Figures and comments below exclude the impact of exchange rates.



- Increased gross profit on higher sales: +¥3.9 billion
 - Impact of change in the cost of sales ratio: +¥0.63 billion (0.6pt improvement)
 - ✓ Positive factors: Product mix, 0.4pt; improved cost of sales on products, etc., 0.5pt
 - ✓ Negative factors: Service costs, 0.1pt
 - Higher SG&A expenses: -¥2.15 billion
 - ✓ Labor costs rose approx. ¥1.3 billion, due to personnel increases in response to an increase in scale and higher unit costs.
 - ✓ Other costs rose approx. ¥0.6 billion in line with an increase in scale and sales promotion activities.
 - Higher expenses related to internal digitalization: -¥1.00 billion
 - Higher R&D expenses: -¥0.22 billion
 - ✓ Ongoing investments in product development and costs related to regulatory affairs were higher.
 - Increase in other operating income: -¥0.07 billion
-
- FX impact: +¥2.38 billion

3.

Growth Strategy Progress and Initiatives

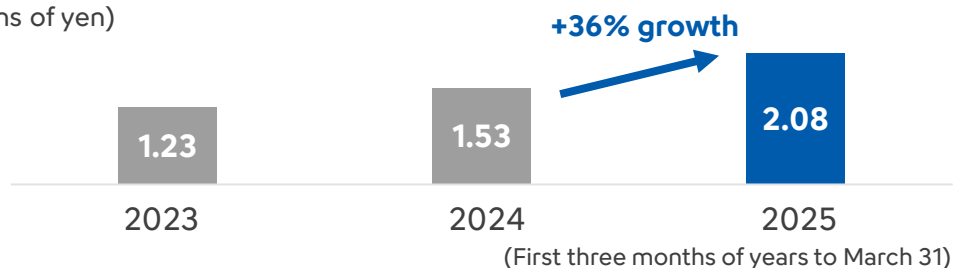
Emerging Market Strategies, Reinforcement of Existing Businesses,
Expansion of New Businesses

Emerging Market Strategies

We achieved double-digit increases in regions where we are investing proactively, and high levels of growth continue.

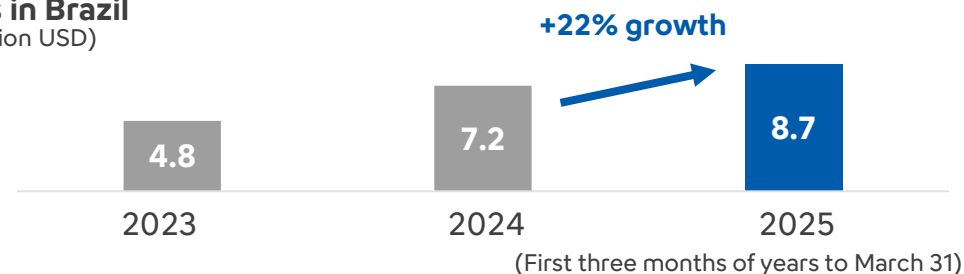
Sales in India

(Billions of yen)



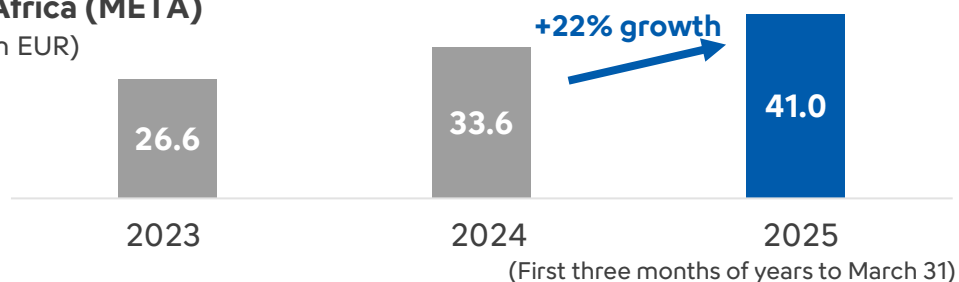
Sales in Brazil

(Million USD)



Sales in the Middle East, Turkey, and Africa (META)

(Million EUR)



- Construction of new production site in India completed, preparing to start shipments by the end of this fiscal year



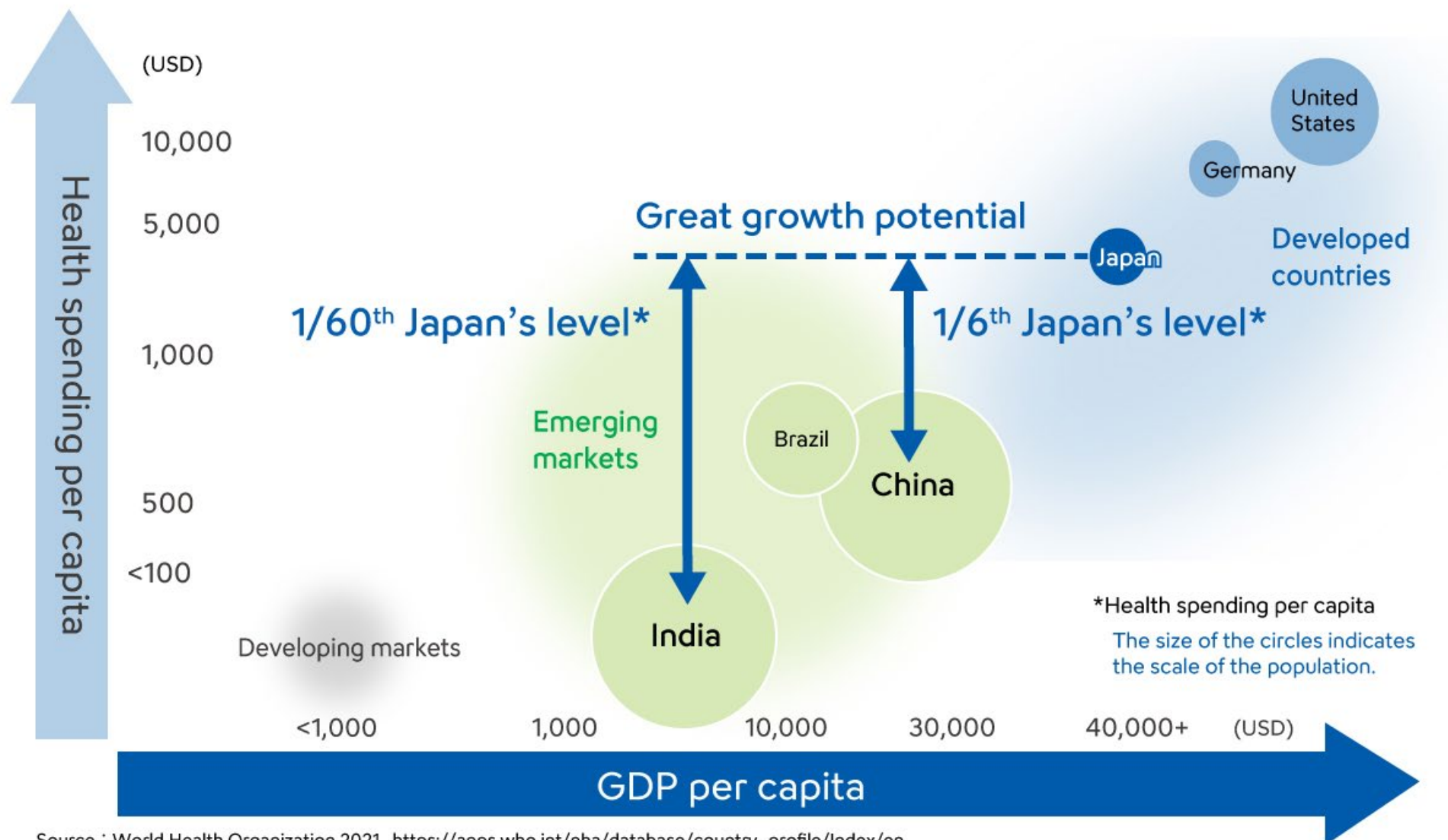
- ✓ Largest overseas production base
- ✓ Accelerating business development in India as a production base for instruments and reagents
- ✓ Has warehouse and logistics hub functionality

- Academic conference in Brazil



- ✓ Exhibition booth was a success, attracting strong customer interest
- ✓ Aiming for further business growth by strengthening our customer network

Reference: Emerging Markets' Potential



Source : World Health Organization 2021 https://apps.who.int/nha/database/country_profile/Index/en

Reinforcement of Existing Businesses (Hemostasis)

Leveraging the high levels of customer satisfaction with the services and sales channels we have built up in the hematology field

Progress in transitioning to OEM contract

- We commenced sales in the United States and Europe from April 2024 under our own brand name, and are working to attract new customers.
- Some countries in Group 2* (such as Switzerland) commenced sales early

*The initial commencement date was January 2025.

Customer feedback

Facilities in Germany, Poland, etc. (including those that switched from other companies to us)

*"The customers **trust the same excellence** that Sysmex has been known for **in Routine Haematology**"*

*"Great experience with Sysmex hematology systems and **high quality about Sysmex service**"*

*"Sysmex was the full panel of Siemens OEM reagents + the perspective of **the future Hyphen reagent roadmap**"*

Reinforcement of Existing Businesses

Steadily rolling out global initiatives in each field

Hematology

● XR-Series

- ✓ Japan: We have an overwhelming presence, having captured more than 90% of purchase demand.
- ✓ EMEA, China: Started full-scale sales from this fiscal year
- ✓ AP: Following on from Australia, began sales promotion in Thailand, Malaysia, and Indonesia

Immunochemistry

● Test for Alzheimer's disease

- ✓ China: Sales launch in Hong Kong
- ✓ Japan: Promoting activities to gain NHI insurance coverage
- ✓ United States: Making solid progress with LDT at large commercial lab (Labcorp)
- ✓ EMEA: Obtained regulatory approval in Europe, began preparing for sales

Life science

● Global alliance with QIAGEN N.V.

- ✓ **We have agreed to cooperate in market development in the field of genetic testing in regions where we each have strengths.**
- ✓ **In the future, we will consider collaborating in product development.**

Sysmex will implement QIAGEN's assay to be used for clinical trials that QIAGEN provides to pharmaceutical companies and research institutions at Sysmex's global network laboratories



Expansion of New Business (Medical Robotics Business)

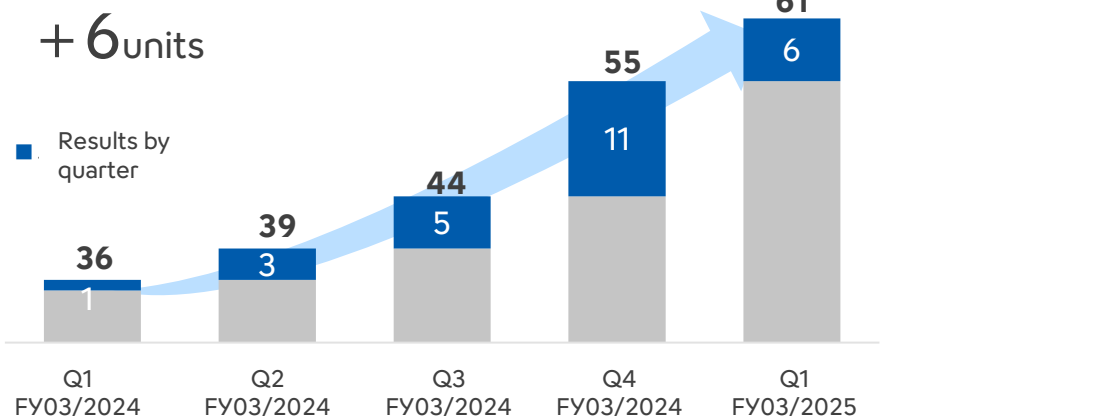
We are building up an installed base in Japan
and making steady progress on efforts to enter overseas markets.

● Status of hinotori™ installation

- ✓ We are making steady progress in introduction at university hospitals and flagship hospitals nationwide, establishing a foundation for introduction to affiliated hospitals and general hospitals.

61
units

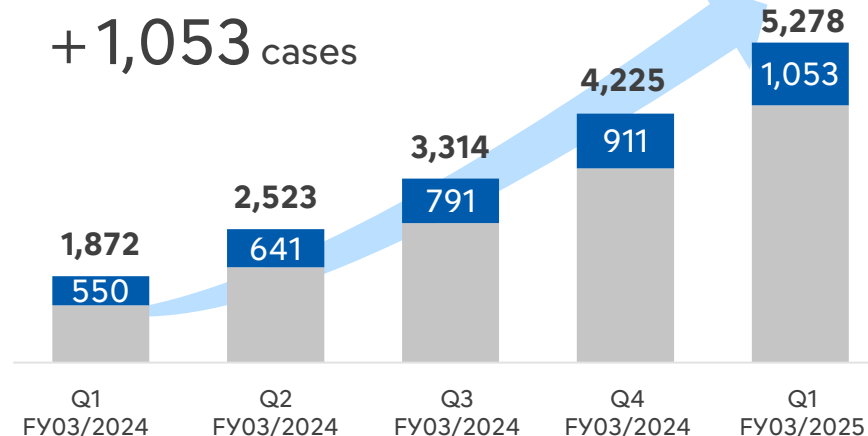
Units installed to date



● Overseas development plans

- ✓ Fiscal year ended March 31, 2024: Received approval in Singapore
- ✓ Fiscal year ending March 31, 2025: Rollout in Asia, submit regulatory application in Europe
- ✓ Fiscal year ending March 31, 2026: Enter European market, submit FDA regulatory application
- ✓ Fiscal year ending March 31, 2027: Begin introduction in US market

Surgeries performed in Japan



Reference: Topics (April–July 2024)

Reinforcement of existing businesses

- Sysmex's PA-100 AST system for Rapid Detection of Antimicrobial susceptibility wins one of the UK's biggest science prizes, the "Longitude Prize on AMR" (EMEA)
- Sysmex receives domestic manufacturing and marketing approval for the OncoGuide™ EpiLight™ Methylation Detection Kit, which can be used as an aid in selecting therapeutic agents in colorectal cancer (Japan)

New business expansion

- Sysmex launches a reagent for measuring secreted protein (HISCL™), indicators of the engraftment ability and functional expression of transplanted cells for regenerative and cellular medicine (Japan)
- Hokkaido Consadole Sapporo, a member of the Japan Professional Football League, introduces myoglobin equivalent measurement service using compact immunoassay technology (JAPAN)

Sustainability

- Sysmex approved by the Science Based Targets initiative (SBTi)
- Sysmex selected as one of the TIME's World's Most Sustainable Companies of 2024
- Sysmex receives the 11th Zero Malaria Award

4. Financial Forecast for the Fiscal Year Ending March 31, 2025

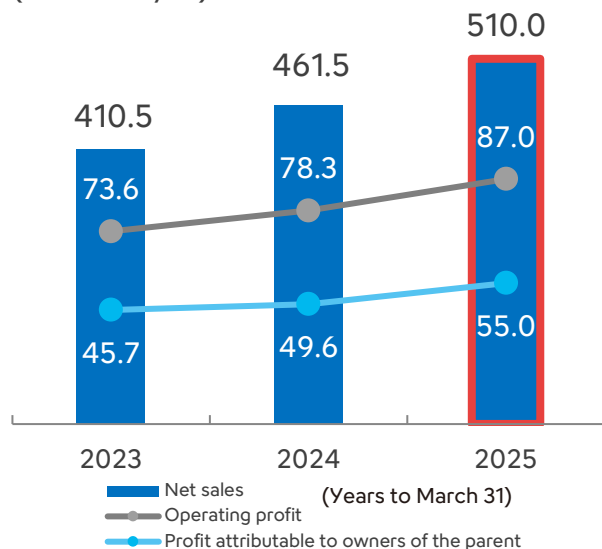
Financial Forecast for the Fiscal Year Ending March 31, 2025

(No Change Following May 2024 Announcement)



(Billions of yen)	Fiscal year ending March 31, 2025		Fiscal year ended March 31, 2024		YoY increase
	Forecast	Ratio	Results	Ratio	
Net sales	510.0	100.0%	461.5	100.0%	+10.5%
Cost of sales	237.0	46.5%	219.0	47.5%	+8.2%
SG&A expenses	151.9	29.8%	133.7	29.0%	+13.5%
R&D expenses	35.0	6.9%	31.4	6.8%	+11.5%
Operating profit	87.0	17.1%	78.3	17.0%	+11.0%
Profit attributable to owners of the parent	55.0	10.8%	49.6	10.8%	+10.8%
Planned investment	Capital expenditure: ¥50.0 billion		Depreciation and amortization: ¥40.0 billion		

(Billions of yen)



Assumed Exchange Rates

	Fiscal year ending March 31, 2025	Fiscal year ended March 31, 2024
1 USD	¥147.0	¥144.6
1 EUR	¥158.0	¥156.8
1 CNY	¥20.4	¥20.1

Exchange Rate Sensitivity

	Net sales (year)	Operating profit (year)
USD	¥0.80 billion	¥0.14 billion
EUR	¥0.55 billion	¥0.10 billion
CNY	¥5.75 billion	¥4.21 billion

Contributors to sales growth

- ✓ Impact of launching the XR-Series (Japan, EMEA, AP, China)
- ✓ Direct sales launch in the hemostasis field (United States, Europe)
- ✓ Americas: Growth in the hematology field and in Central and South America
- ✓ EMEA: Expansion in regions where we transitioned to direct Sales
- ✓ China: Sales growth of products that have transitioned to local production, higher demand for testing
- ✓ AP: Increased sales in emerging markets, centering on India
- ✓ Japan: Accelerate introduction of robotic-assisted surgery system (hinotori)

Contributors to improvement in the cost of sales ratio

- ✓ Start of sales of hemostasis reagents in Europe and the United States
- ✓ Ongoing efforts to reduce costs

Contributors to higher SG&A expenses

- ✓ Investment in internal digitalization and human capital
- ✓ Increased expenses in line with higher sales

Contributors to operating profit

- ✓ Higher gross profit, thanks to higher sales and a lower cost of sales ratio

(Appendix)

Financial Forecast for the Fiscal Year Ending March 31, 2025

(Sales by Business, Field, and Destination)



Sales by business and field

(Billions of yen)

	FY03/2025	YoY growth rate
Hematology	303.0	+10.2%
FCM	5.0	+50.7%
Urinalysis	42.5	+8.9%
Hemostasis	82.5	+13.1%
Immunochemistry	25.0	+5.7%
Clinical chemistry	3.5	+3.6%
Life science	21.5	+ 4.8%
Others	21.0	+ 4.8%
Diagnostics business	504.0	+ 10.1%
Medical robotics business	6.0	+ 60.2%
Total	510.0	+10.5%

Sales by destination

(Billions of yen)

	FY03/2025	YoY growth rate
Japan	66.5	+6.9%
Americas	131.5	+10.7%
EMEA	137.0	+7.5%
China	121.0	+10.0%
Asia Pacific	54.0	+25.3%

Note: Changes are in green.

XR-Series (Hematology Field) Launch Schedule

(No changes from May 2024)

Japan	Launched the XR-Series in July 2022. Double-digit growth in instruments sales continues.
EMEA	Launched the XR-Series and sample transportation system module (BT-50 etc.) in July 2023.
AP	Launched the XR-Series in Q3 of the fiscal year ended March 31, 2024.
China	Launched the XR-Series in Q4 of the fiscal year ended March 31, 2024.
Americas	BT-50 launched as an additional module for the XN-Series. Expect to launch the XR-Series in the fiscal year ending March 31, 2025.



View of transportation system modules connected to XR-Series

Sustainability Targets



Results for the Fiscal Year Ended March 31, 2024

Creating new value for a healthy society

• The items whose targets are displayed as “-” are monitoring items for which no targets are set.

Materiality	KPI	Results		Targets
		Fiscal year ended March 31, 2023	Fiscal year ended March 31, 2024	Fiscal year ending March 31, 2026
Resolution of medical issues through innovation	Number of hematology tests	2,977 million	3,325 million	-
	Hematology market share ^{*1}	54.0%	53.0%	-
	Number of cases with surgical robots	1,323	2,903	-
	Number of patents	3,832	3,868	-
	Number of new patents	257	200	-
	Number of cancer genomes analyzed ^{*2}	1.7 thousand	1.6 thousand	-
	Number of breast cancer tests using the OSNA™ method	52 thousand	52 thousand	-
Improvement in accessibility to healthcare	Sales in emerging and developing markets	¥156.7 billion	¥164.6 billion	-

Providing responsible products, services, and solutions

Materiality	KPI	Results		Targets
		Fiscal year ended March 31, 2023	Fiscal year ended March 31, 2024	Fiscal year ending March 31, 2026
Pursuit of quality and trust	Number of recalls ^{*2}	2	2	-
	Number of FDA warning letters	0	0	-
Strengthening of supply chain management	CSR survey response rate (primary suppliers in Japan and overseas)	94%	95%	90%
	Number of training sessions for suppliers (Japan) ^{*3}	5	6	5
	Third-party certification rate of suppliers (primary, Japan) ^{*3}	86%	88%	-

^{*1} Source: Clearstate and Sysmex estimates ^{*2} Target: Sysmex Group in Japan ^{*3} Target: Sysmex Corporation on a non-consolidated basis

Sustainability Targets

Results for the Fiscal Year Ended March 31, 2024



Reducing environmental impacts

- Results for the fiscal year ended March 31, 2024 are preliminary.
- The items whose targets are displayed as “-” are monitoring items for which no targets are set.

Materiality	KPI	Results		Targets
		Fiscal year ended March 31, 2023	Fiscal year ended March 31, 2024	Fiscal year ending March 31, 2026
Resource circulation in product life cycle	Zero product losses	-	0.40%	0.18%
	Recycling of containers and packing and utilization of environment compliance materials	-	43%	60%
	Reduction of greenhouse gas emissions (Scope 3)* ¹	-	Cut 4%	Cut 10%
	Reduction of packaging and labeling materials* ²	Cut 7%	Cut 9%	—
Reduction in Environmental burden through business activities	Reduction of greenhouse gas emissions (Scope 1, 2)* ¹	-	Cut 30%	Cut 40%
	Ratio of renewable energy	-	63%	75%
	Reduction of using energy per employee* ¹	-	Cut 11%	Cut 3%
	Reduction of water consumption (main reagent factories)* ¹	-	Up 2pt	Cut 23pt
	Reduction of total waste* ¹	Cut 27%* ³	Cut 31%* ²	Cut 5%* ¹
	Ratio of product waste to sales	0.5%	0.4 %	—

Scope 1: GHG emitted directly by company facilities, factories, and fleet

Scope 2: GHG emitted indirectly by the company due to energy use

Scope 3: GHG emitted throughout the group of businesses related to the company's products and services (the supply chain)

*1 Base year: Fiscal year ended March 31, 2023

*2 Base year: Fiscal year ended March 31, 2020

Sustainability Targets

Results for the Fiscal Year Ended March 31, 2024



• The items whose targets are displayed as “-” are monitoring items for which no targets are set.

Strengthening governance

Materiality	KPI	Results		Targets
		Fiscal year ended March 31, 2023	Fiscal year ended March 31, 2024	Fiscal year ending March 31, 2026
Corporate governance	Number of meetings with investors and analysts*2	597	723	-
Compliance	Number of internal reports	21	26	-
	Number of unethical incidents	9	15	-
Risk management	Number of information security trainees*1	4,900	11,097	-
	Participation rate in disaster drills*1	99.4%	99.4%	-

*1 Target: Sysmex Group in Japan

*2 Target: Sysmex Corporation on a non-consolidated basis

Sustainability Targets



Results for the Fiscal Year Ended March 31, 2024

Creating an attractive workplace

• The items whose targets are displayed as “-” are monitoring items for which no targets are set.

Materiality	KPI	Results		Targets
		Fiscal year ended March 31, 2023	Fiscal year ended March 31, 2024	Fiscal year ending March 31, 2026
Increased engagement	Engagement score	71%	75%	75%
	Turnover ratio	8.4%	7.7%	10% or less
	Self-turnover rate	6.8%	5.6%	—
	Return rate from parental leave*2	100%	99%	—
	Percentage of men taking childcare leave*2	62%	61%	65% or more
Promotion of diversity, equity and inclusion	Female managers ratio	19.5% (excluding Russia)	19.2%	20% or more
	Female next generation managers rate	32.1%	34.0%	—
	Female associates, employees ratio	41.8%	41.5%	—
	Percentage of mid-career recruitment in managerial and professional positions*2	41.7%	39.8%	—
	Male/female percentage among recruits (new graduates and mid-career)*2	New grads: 35.9% Mid-career: 27.0%	New grads: 45.2% Mid-career: 25.8%	—
	Percentage of women and non-Japanese nationals in management*2	Women: 8.3% Non-Japanese: 16.7%	Women: 8.3% Non-Japanese: 16.7%	—
	Percentage of women in management	9.4%	13.5%	—
	Salary inequality in managerial and professional positions (total compensation)*2	93.0%	94.0%	—
	Salary inequality general employees (total compensation)*2	80.0%	82.1%	—
	Percentage of employees with disabilities*1	2.31%	2.38%	2.65% or more

*1 Target: Sysmex Group in Japan

*2 Target: Sysmex Corporation on a non-consolidated basis

Sustainability Targets



Results for the Fiscal Year Ended March 31, 2024

Creating an attractive workplace

- Results for the fiscal year ended March 31, 2024 are preliminary.
- The items whose targets are displayed as “-” are monitoring items for which no targets are set.

Materiality	KPI	Results		Targets
		Fiscal year ended March 31, 2023	Fiscal year ended March 31, 2024	Fiscal year ending March 31, 2026
Development of human resources	Training time per employee	30.0 hours	24.4 hours	40.0 hours
	Value-added productivity (non-consolidated)* ²	¥13,230	¥14,760	—
	Value-added productivity (Group)	¥18.74 million	¥19.97 million	¥22.50 million
	Human resources development investment (non-consolidated)* ²	¥266 million	¥241 million	¥252 million
	Human resources development investment (Group)	¥356 million	¥369 million	—
	Participation rate in training (non-consolidated)* ²	100%	100%	90% or more
	Participation rate in training (Group)	100%	97%	—
	Success plan effectiveness* ²	100%	100%	—
	Succession coverage rate* ²	218.9%	311.0%	—
Promotion of health and occupational safety	Total annual working hours* ¹	2,022 hours	2,017 hours	1,980 hours
	Percentage of days of paid leave taken* ¹	66.5%	74.6%	75% or more
	Lost-time injuries frequency rate* ¹	0.81	0.78	Less than 0.5
	Lost work day rate* ¹	0.05	0.07	Less than 0.05

*1 Target: Sysmex Group in Japan

*2 Target: Sysmex Corporation on a non-consolidated basis



Together for a better
healthcare journey