

October 1, 2021
Sysmex Corporation

Sysmex Starts Implementing Job-Based HR Management System for All Employees

Sysmex Corporation (HQ: Kobe, Japan; Chairman and CEO: Hisashi Ietsugu) aims to create a sustainable environment that leverages the potential of diverse human resources and to sustainably grow alongside our companies, individuals, and society. To these ends, in October 2021 we have started introducing a job-based HR system (“System”) for general employees belonging to Sysmex Corporation. The System is designed to provide a framework for employees to choose jobs according to their career orientation, values and life events. As a result, we seek to boost engagement and shape a culture that embraces a mutual understanding of diversity.

The “Sysmex Way”, Sysmex Group’s corporate philosophy, outlines our core behaviors toward employees thus: “We honor diversity, respect the individuality of each employee, and provide them with a workplace where they can realize their full potential. We value the spirit of independence and challenge, provide employees with opportunities for self-fulfillment and growth, and reward them for their accomplishments.” The Company has implemented HR management on this basis.

Amid a rapidly changing external environment, companies from other industries have entered the healthcare field, leading to increasingly stringent competition from different entities than in the past.

Sysmex’s business has grown more global and its portfolio has expanded rapidly. Accordingly, recruiting, cultivating and continuing to provide an attractive workplace for personnel with advanced specialties and next-generation leaders have become an increasingly important issue. Already, nearly half of Group employees are non-Japanese. Our Millennial and Generation Z employees value this level of diversity and individuality to rise further. We have endeavored to make the workplace more sustainable, as evidenced by the fact that now more than 60% of male employees take paid leave for childcare. Even so, we see a growing need to facilitate individuals’ own career choices and working styles based on their sense of values and life events.

We believe that cultivating a corporate culture in which diverse personnel have shared values and confidently make the most of their capabilities is directly related to a company’s external competitiveness. Accordingly, we have identified the “Realization of an Attractive Workplace” as one of our priority issues ([Materiality](#)) as we strive to cultivate a corporate culture in which diverse personnel have shared values and confidently make the most of their capabilities, thereby bolstering corporate external competitiveness.

In April 2020, we rolled out the System to the Company’s managers, and now we have introduced the System to the Company’s general employees. By deploying the System to all employees, we aim to develop a basis which allows diverse human resources to realize their talents for high levels of sustainable growth, upholding the stance in HR development based on long-term employment, as our HR policy. We will also gradually deploy the System to the Group in Japan. The personnel

measures of each Group company are based on global policies formulated with the introduction of the System for managers. By rolling out Japan-specific policies and frameworks, we will foster HR management that is consistent within the Sysmex Group in Japan.

Going forward, the Sysmex Group will continue working to provide an environment that leverages the talents of human resources who can help diversify its businesses and technologies and augment management sophistication, as well as diverse working styles suited to each individual's values. In this way, we will strive to utilize human resources throughout the Group and realize our mission of "shaping the advancement of healthcare."

Reference

Press release dated March 9, 2020: Press release dated March 9, 2020: "Sysmex to Introduce New Globally Consistent Job-Based HR Management System with the Aim of Realizing Sustainable Growth"

<https://www.sysmex.co.jp/en/news/2020/200309b.html>

Information contained in this press release is current as of the date of the announcement but may be subject to change without prior notice.