

March 9, 2023
Sysmex Corporation

Announcement of Organizational and Personnel Changes

Sysmex Corporation (HQ: Kobe, Japan; Chairman and CEO: Hisashi Ietsugu) announces today its decision to implement organizational and personnel changes, effective April 1, 2023, as detailed below.

1. Organizational Changes

(1) Promoting the resolution of social issues through business activities

- The ES Strategy Promotion Office will be newly established to create environmentally friendly products and services as well as to supervise and promote the Group's business activities that contribute to realizing a circular value chain and solving social issues such as healthcare. (ES stands for Eco Social.)

(2) Reinforcing the next generation business development function

- The Next Generation Medical Business Development Office will be newly established to formulate and promote strategies that focus on the fields of digital medicine and regenerative medicine and cell therapy, which have much potential for growth, and to promote activities geared toward early commercialization.

(3) Reinforcing the R&D function

- The Technology Innovation Division will be newly established to create new added value in existing businesses as well as to reinforce our technological development function toward developing new businesses. The existing System Technologies Laboratory, Bio-Diagnostics Reagent Technology Center, and Central Research Laboratories Data Science Research Group will be integrated to speed up technological development by strengthening cooperation between highly specialized teams and achieving flexible resource allocation.
- The R&D Support Center will be newly established to improve the productivity and efficiency of R&D activities by reinforcing the support function for R&D divisions, fostering and appropriately deploying engineering talent, and promoting cross-organizational measures.

(4) Integrating the clinical evaluation, clinical performance study, and scientific research functions

- The Medical Affairs Division and Scientific Affairs Division will be integrated to form the Medical & Scientific Affairs Division. The new division will lead to integration of the function for promoting clinical evaluation and clinical performance studies to meet

regulations and obtain early approval in Japan and other countries with the scientific research function.

2. Personnel Changes and Appointments

(1) Appointments of Senior Executive Officers (Promotions)

Name	New Position	Current Position
Iwane Matsui	Senior Executive Officer Senior Managing Director	Senior Executive Officer Managing Director
Takashi Ono	Senior Executive Officer Managing Director	Senior Executive Officer
Frank Buescher	Senior Executive Officer	Executive Officer

(2) Appointments of Executive Officers (Newly Appointed)

Name	New Position	Current Position
Naohiko Matsuo	Executive Officer	Executive Vice President of ICH Business Div.

(3) Retirement of Executive Officers (Completion of Contract Term)

Name	New Position	Current Position
Hiroshi Kanda	Member of the Managing Board	Member of the Managing Board and Senior Executive Officer Managing Director

(4) Changes in Operating and Functional Changes of Executive Officers

Name	New Position	Current Position
Iwane Matsui	Member of the Managing Board and Senior Executive Officer Senior Managing Director In charge of Japan and International Business and MR Business.	Member of the Managing Board and Senior Executive Officer Managing Director In charge of Japan and International Business.
Tomokazu Yoshida	Member of the Managing Board and Senior Executive Officer Managing Director, CTO In charge of R&D	Member of the Managing Board and Senior Executive Officer Managing Director Deputy in charge of R&D, Incubation and MR Business Executive Vice President of MR Business Div.
Takashi Ono	Senior Executive Officer Managing Director In charge of ES Strategy Promotion and Business Strategy Development	Senior Executive Officer In charge of Manufacturing and SCM

Name	New Position	Current Position
Kensuke Iizuka	Senior Executive Officer In charge of Management Strategy Executive Vice President of Corporate Business Planning Div., Corporate Executive Office	Senior Executive Officer Deputy in charge of Corporate Management Executive Vice President of Corporate Business Planning Div., Corporate Business Administration Div., Corporate Executive Office
Frank Buescher	Senior Executive Officer CEO, Sysmex Asia Pacific Pte Ltd. Deputy in charge of DX Strategy Development	Executive Officer CEO, Sysmex Asia Pacific Pte Ltd. Deputy in charge of DX Strategy Development
Mitsuhisa Kanagawa	Executive Officer In charge of Instrument Production and SCM.	Executive Officer Executive Vice President of Business Strategy Development Div.
Reiko Watanabe	Executive Officer Executive Vice President of Medical & Scientific Affairs Div.	Executive Officer Executive Vice President of Medical Affairs Div.
Kaoru Watanabe	Executive Officer Supervision of JEA Deputy in charge of MR Business	Executive Officer Supervision of JEA
Kinya Uchihashi	Executive Officer In charge of Reagent Production Executive Vice President of Reagent Production Div.	Executive Officer Executive Vice President of Reagent Production Div.
Naohiko Matsuo	Executive Officer Deputy in charge of Business Strategy Development Executive Vice President of ICH Business Div.	Executive Vice President of ICH Business Div.

Reference: Executives (as of April 1, 2023)

Name	Position
Hisashi Ietsugu	Chairperson and Group CEO (Representative Director)
Kaoru Asano	President (Representative Director)
Kenji Tachibana	Member of the Managing Board and Senior Executive Officer Senior Managing Director
Iwane Matsui	Member of the Managing Board and Senior Executive Officer Senior Managing Director
Tomokazu Yoshida	Member of the Managing Board and Senior Executive Officer Managing Director, CTO
Hiroshi Kanda	Member of the Managing Board
Masayo Takahashi	Member of the Managing Board (Outside)
Kazuo Ota	Member of the Managing Board (Outside)
Hidekazu Fukumoto	Member of the Managing Board (Outside)
Tomoo Aramaki	Member of the Managing Board (Member of the Audit and Supervisory Committee)
Kazumasa Hashimoto	Member of the Managing Board (Outside) (Member of the Audit and Supervisory Committee)
Michihide Iwasa	Member of the Managing Board (Outside) (Member of the Audit and Supervisory Committee)
Takashi Ono	Senior Executive Officer Managing Director
Mamoru Kubota	Senior Executive Officer
Kensuke Iizuka	Senior Executive Officer
Frank Buescher	Senior Executive Officer
Peng Zuo Hui	Executive Officer
Mitsuhiro Kanagawa	Executive Officer
Alain Baverel	Executive Officer
Reiko Watanabe	Executive Officer
Kaoru Watanabe	Executive Officer
Takaaki Nagai	Executive Officer
Kinya Uchihashi	Executive Officer
Andy Hay	Executive Officer
Naohiko Matsuo	Executive Officer

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