
Announcement of Organizational and Personnel Changes

Sysmex Corporation (HQ: Kobe, Japan; President: Kaoru Asano) announces today its decision to implement organizational and personnel changes, effective April 1, 2026, as detailed below.

1. Organizational Changes

(1) Promotion of Medical DX Strategy and Strengthening of Technological Foundations

- To accelerate the creation of new customer value through the use of digital diagnostic data and emerging technologies such as AI, the “Digital Business Development Division”, responsible for business development and strategic promotion, and the “Digital Intelligence Center”, which will primarily engage in the development of related technologies, will be newly established.
- The “Caresphere Innovation Department”, currently under the “DX Strategy Development Division”, will be elevated to divisional status and reorganized as the “Digital Business Development Division,” thereby accelerating the global advancement of Sysmex’s medical DX strategy.
- The “Digital Intelligence Center” will integrate the Data Science Center of the Technology Innovation Division, the ICT/System Technology Group of the System Engineering Division, and other related functions, with the aim of strengthening the technological foundation—including AI, data analytics, and ICT—that supports the advancement of Sysmex’s medical digital strategy. *

(2) Accelerating Commercialization of the R&D Pipeline

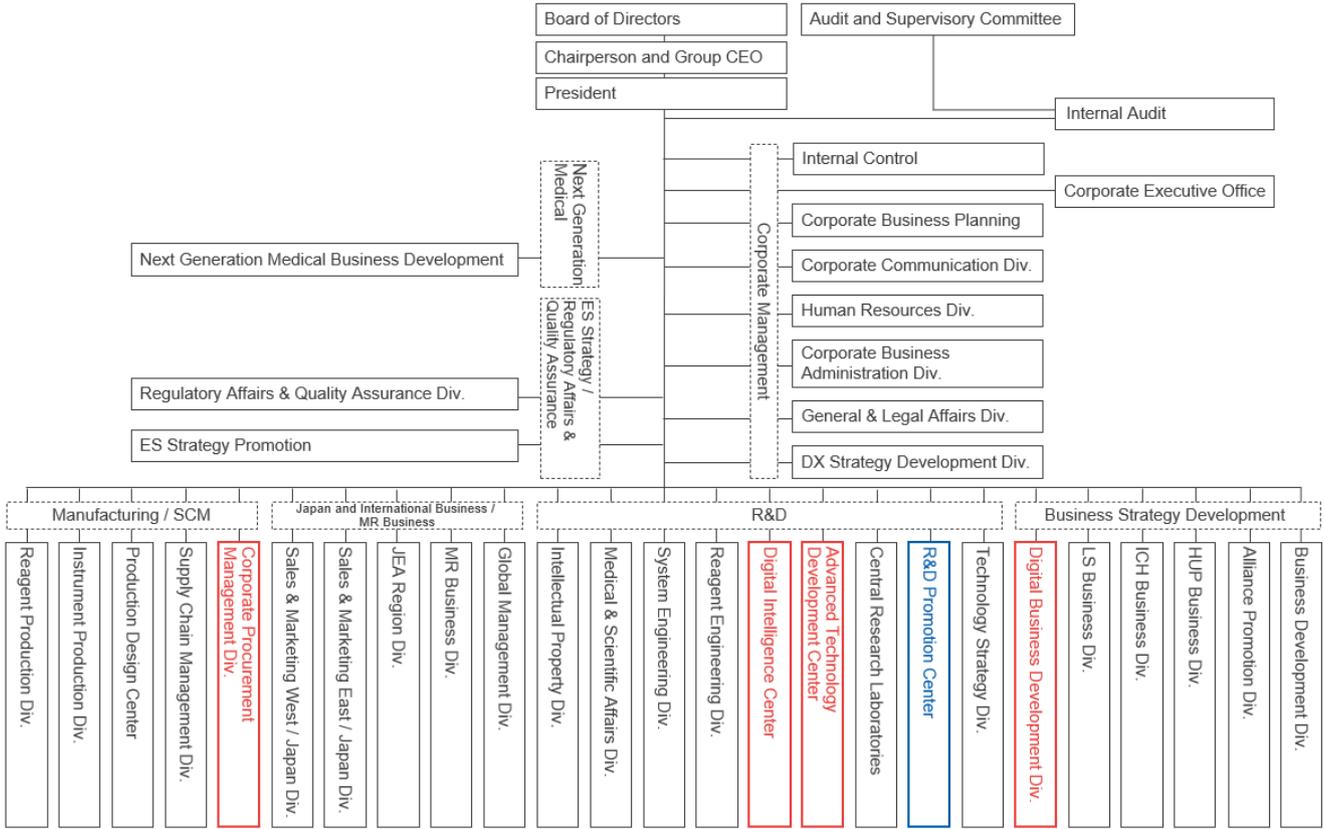
- The “Advanced Technology Development Center” will be established to accelerate the commercialization of R&D outputs—such as prototype-stage technologies for new testing systems and bio-based diagnostic reagents—by conducting market evaluations and incorporating feedback with greater agility.
- The “Bio-Diagnostic Reagents Technology Center” and the “System Technology Center,” currently under the “Technology Innovation Division,” will be renamed as the “Bio-Diagnostic Reagents Technology Group” and the “System Technology Group” respectively, and transferred to the newly established “Advanced Technology Development Center.” *

(3) Reinforcing global procurement functions

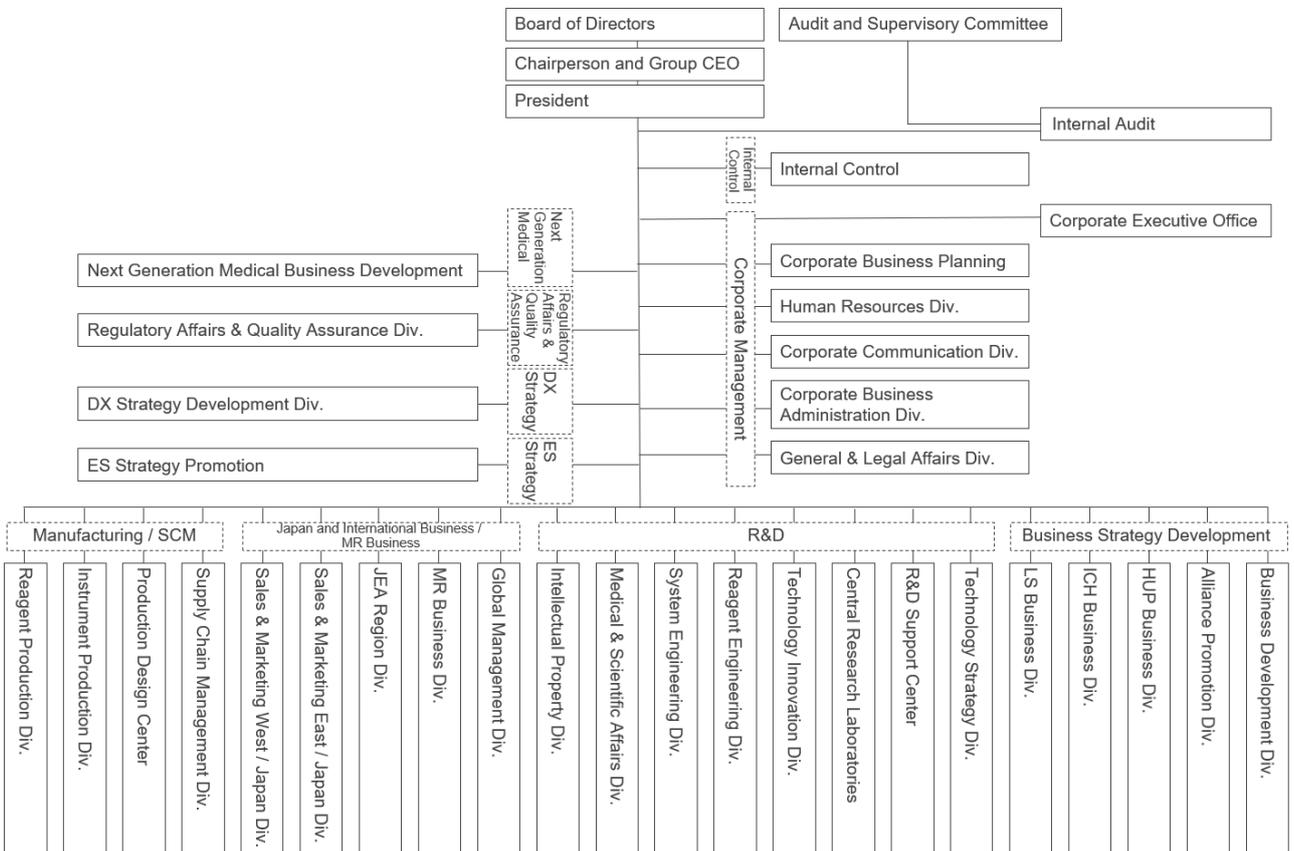
- The “Corporate Procurement Management Division” will be established to enhance global procurement capabilities and to develop countermeasures that address emerging geopolitical and economic security risks. The division will strengthen overseas local manufacturing capabilities for both instruments and diagnostic reagents, including the local sourcing of raw materials and components, reinforce the robustness of Sysmex’s business continuity planning to ensure stable supply, and advance initiatives that address environmental challenges.

* Accordingly, the “Technology Innovation Division” will be dissolved.

Organizational Structure (Those that are new or have new functions are in red, those with a new name are in blue)



Organizational Structure (FY2025)



2. Personnel Changes and Appointments

(1) Appointments of Changes in Representative Directors

Name	New Position	Current Position
Iwane Matsui	President (Representative Director)	Director (Member of the Board) and Senior Managing Executive Officer
Kaoru Asano	Director (Member of the Board)*	President (Representative Director)

* Kaoru Asano is scheduled to resign as Director (Member of the Board) at the Ordinary General Meeting of Shareholders to be held in June 2026 and subsequently serve as Senior Executive Advisor.

The Change between Iwane Matsui and Kaoru Asano was already resolved at the meeting of the Board of Directors on February 12, 2026.

(2) Appointment of Executive Officer (Promotion)

Name	New Position	Current Position
Kensuke Iizuka	Managing Executive Officer	Senior Executive Officer

(3) Appointments of Executive Officers (New Appointments)

Name	New Position	Current Position
Dan Zortman	Executive Officer	CEO, Sysmex America, Inc.
Tomihiko Arikata	Executive Officer	Executive Vice President of Instrument Production Div.
Shinichi Kawato	Executive Officer	Executive Vice President of DX Strategy Development Div.
Takashi Hatakeda	Executive Officer	Executive Vice President of Corporate Communication Div.

(4) Retirements of Executive Officers

Name	New Position	Current Position
Kenji Tachibana	Director (Member of the Board)* ¹	Director (Member of the Board) and Senior Managing Executive Officer
Kaoru Watanabe	—* ²	Executive Officer
Andy Hay	—* ³	Executive Officer

1 Kenji Tachibana is scheduled to retire as Director (Member of the Board) at the Ordinary General Meeting of Shareholders to be held in June 2026 and subsequently serve as Executive Advisor.

2 Kaoru Watanabe is scheduled to be appointed Chairman of RIKEN GENESIS CO., LTD., a consolidated subsidiary of the Company, following his retirement.

3 Andy Hay is scheduled to be appointed Chairman of Sysmex America, Inc., a consolidated subsidiary of the Company, following his retirement.

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

Name	New Position	Current Position
Takashi Ono	Director (Member of the Board) and Managing Executive Officer In charge of ES Strategy Promotion and Regulatory Affairs & Quality Assurance	Director (Member of the Board) and Managing Executive Officer In charge of ES Strategy Promotion and Business Strategy Development
Kensuke Iizuka	Managing Executive Officer, CFO In charge of Corporate Management and Next Generation Medical Business Development	Senior Executive Officer In charge of Corporate Management, Next Generation Medical Business Development and DX Strategy Development
Frank Buescher	Senior Executive Officer CEO, Sysmex Asia Pacific Pte Ltd. Deputy in charge of Business Strategy Development	Senior Executive Officer CEO, Sysmex Asia Pacific Pte Ltd. Deputy in charge of DX Strategy Development
Mitsuhisa Kanagawa	Senior Executive Officer In charge of Japan and International Business and MR Business	Senior Executive Officer In charge of Instrument Production and SCM
Takaaki Nagai	Executive Officer Executive Vice President of Production Design Center	Executive Officer Deputy in charge of Instrument Production and SCM Executive Vice President of Production Design Center
Kinya Uchihashi	Executive Officer In charge of Production and SCM	Executive Officer In charge of Reagent Production Executive Vice President of Reagent Production Div.
Naohiko Matsuo	Executive Officer Deputy in charge of Reagent and System Engineering	Executive Officer Deputy in charge of Business Strategy Development Executive Vice President of ICH Business Div.
Dan Zortman	Executive Officer CEO, Sysmex America, Inc.	CEO, Sysmex America, Inc.
Tomihiko Arikata	Executive Officer Deputy in charge of Production and SCM Executive Vice President of Instrument Production Div.	Executive Vice President of Instrument Production Div.
Shinichi Kawato	Executive Officer In charge of Business Strategy Development Executive Vice President of Digital Business Development Div.	Executive Vice President of DX Strategy Development Div.
Takashi Hatakeda	Executive Officer Deputy in charge of Corporate Business Planning, Corporate Communication and Corporate Executive Office Executive Vice President of Corporate Communication Div.	Executive Vice President of Corporate Communication Div.

Reference: Executives (as of April 1, 2026)

Name	Position
Hisashi Ietsugu	Chairperson and Group CEO (Representative Director)
Iwane Matsui	President (Representative Director)
Kaoru Asano	Director (Member of the Board)
Kenji Tachibana	Director (Member of the Board)
Tomokazu Yoshida	Director (Member of the Board) and Managing Executive Officer, CTO
Takashi Ono	Director (Member of the Board) and Managing Executive Officer
Kazuo Ota	Outside Director (Member of the Board)
Haruo Inoue	Outside Director (Member of the Board)
Yuka Fujioka	Outside Director (Member of the Board)
Marie Oshima	Outside Director (Member of the Board)
Tomoo Aramaki	Director (Member of the Board) (Audit and Supervisory Committee Member)
Kazumasa Hashimoto	Outside Director (Member of the Board) (Audit and Supervisory Committee Member)
Michihide Iwasa	Outside Director (Member of the Board) (Audit and Supervisory Committee Member)
Kensuke Iizuka	Managing Executive Officer, CFO
Frank Buescher	Senior Executive Officer
Mitsuhisa Kanagawa	Senior Executive Officer
Peng Zuo Hui	Executive Officer
Alain Baverel	Executive Officer
Reiko Watanabe	Executive Officer
Takaaki Nagai	Executive Officer
Kinya Uchihashi	Executive Officer
Naohiko Matsuo	Executive Officer
Kenji Tsujimoto	Executive Officer
Dan Zortman	Executive Officer
Tomihiko Arikata	Executive Officer
Shinichi Kawato	Executive Officer
Takashi Hatakeda	Executive Officer