

# Environmental Management

## Environmental Policy

### Environmental Policy

By shaping the advancement of healthcare, our global environmental conservation activities contribute to the creation of a fulfilling and healthy society.

### Core Behaviors

1. We deliver reassurance to all people by carrying out business activities in an environmentally conscious manner.
2. We promote environmental management in throughout the life cycles of products and services and the value chain of our business activities, so that we can contribute to climate change mitigation, sustainable resource use (waste reduction, recycle, water conservation), protection of biodiversity, and proper control of chemical substances.
3. We comply with all applicable national or regional environmental regulations, standards and agreements.
4. In order to improve environmental performance, we continually improve our environmental conservation activities and work diligently prevent pollution and minimize the impact our products and services have on the environment.
5. We contribute to society through environmental conservation activities as a member of the community, while educating and raising the environmental consciousness.
6. We establish environmental objectives consistent with this environmental policy, and measure our performance against them.

Revised April 2018

[Click here for information on Item 11, "To Preserve the Global Environment" of the Global Compliance Code. \( PDF format / 294KB \)](#)

## Systemx Eco-Vision 2025

### Formulating Systemx Eco-Vision 2025

To coincide with the formulation of the new long-term management goals for the Systemx Group, we formulated "Systemx Eco-Vision 2025". This sets forth the long-term environmental vision that Systemx aims to attain by 2025, and requires us to promote environmental conservation more than ever throughout the product/service life cycle and across the entire value chain of our business activities.

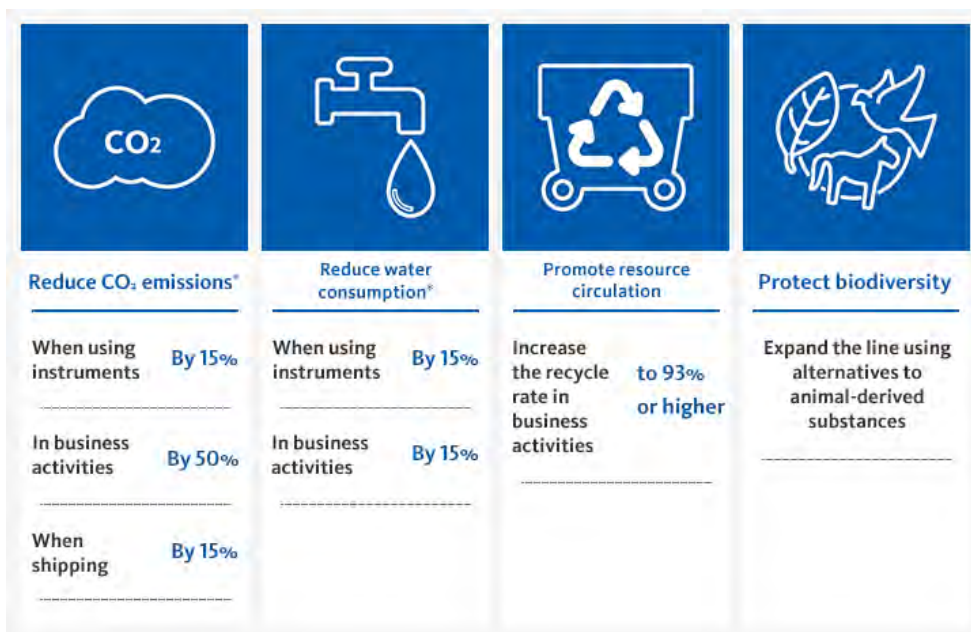
### Long-Term Environmental Vision

Systemx remains committed to protecting the global environment by setting environmental objectives for the product/service life cycle and the value chain of its business activities through the year ending March 31, 2026.

1. We will reduce CO<sub>2</sub> emissions to contribute to prevention of climate change.
2. We will promote resource consumption reduction and resource circulation to help to enhance sustainability of natural resources.

3. We will contribute to biodiversity protection under a full awareness of the impact of our business activities on the natural environment.

### Long-Term Environmental Objectives (Fiscal 2025)



\* The per-unit target, taking fiscal 2016 as the base year

▶ [Click here for details on environmental data.](#)

## Response to TCFD Recommendations

In recent years, the impact of climate change has begun to present a major risk to financial markets. In December 2015, the Financial Stability Board (FSB)—an international organization tasked with fostering the financial system’s stability—introduced the Task Force on Climate-related Financial Disclosures (TCFD). In June 2017, the TCFD issued final recommendations for companies to disclose the impact on their corporate finances of climate-related risks and opportunities.

Sysmex discloses information as recommended by the TCFD, as follows:

### 1. Governance

▶ [Click here for information about our system of climate change risk governance.](#)

### 2. Risk management

Every year, as part of our environmental management system we assess the impact of our business activities from two perspectives: “compliance with laws and regulations” and “impact on the environment.” Taking the TCFD recommendations related to climate change into account, we assess climate-related risks and opportunities and discuss these results at a meeting of the Environmental Management Committee and a management meeting chaired by Sysmex’s chairman and CEO. In this manner, we are working to reduce risks and create business opportunities.

In addition, as part of our risk management system we conduct an exhaustive risk assessment every two years that also incorporates risks other than those related to the environment and climate change.

▶ [Click here for information about our risk management system.](#)

### 3. Risks and opportunities

In line with the framework outlined in the TCFD recommendations, we identify climate change risks and opportunities at a management meeting chaired by Sysmex's chairman and CEO.

Risks	Scenario	Approach
Transition Risks	<ul style="list-style-type: none"> <li>Product supply will become difficult as a result of the prohibition of certain substances and technologies by regulatory changes.</li> </ul>	<ul style="list-style-type: none"> <li>RA/QA are set at each regional headquarters, and dedicated staff respond to the laws and regulations of each country.</li> </ul>
	<ul style="list-style-type: none"> <li>Over- or under-investment in development of low carbon products will result in investment loss and missed opportunities.</li> </ul>	<ul style="list-style-type: none"> <li>Product and technology development based on hospital laboratory requirements as well as market and industry trends.</li> </ul>
	<ul style="list-style-type: none"> <li>Energy and raw material costs will increase.</li> </ul>	<ul style="list-style-type: none"> <li>Energy saving measures, and greater efficiency of equipment will be introduced.</li> <li>We will introduce renewable energy.</li> </ul>
	<ul style="list-style-type: none"> <li>Changes in customers' environmental awareness leads to criticism of the environmental impact of our products, and reduce demand.</li> </ul>	<ul style="list-style-type: none"> <li>We have established a system that utilizes customer feedback for product development and quality improvement (VOC: Voice of the Customer).</li> </ul>
Physical Risks	<ul style="list-style-type: none"> <li>Large natural disasters and regional water shortages make it difficult to provide a stable supply of products and services.</li> </ul>	<ul style="list-style-type: none"> <li>We have formulated a Business Continuity Plan (BCP) to disperse risks such as raw material supply, supply systems, and transportation routes.</li> </ul>
	<ul style="list-style-type: none"> <li>Long-term global warming will adversely affect the health and safety environment and increase the disease rate of our employees.</li> </ul>	<ul style="list-style-type: none"> <li>We have clarified "Assurance of safety and health in the workplace" in the Global Compliance Code and have developed various activities such as identifying risks through workplace visits.</li> </ul>

Opportunities	Scenario	Approach
Resource Efficiency	<ul style="list-style-type: none"> <li>We will optimize use of transportation methods and operations using IoT.</li> </ul>	<ul style="list-style-type: none"> <li>We will reduce CO<sub>2</sub> emissions by reviewing our distribution process/system corresponding to diversification of distribution and packing.</li> <li>We will continue to provide remote services through Caresphere™, etc.</li> </ul>
Energy Source	<ul style="list-style-type: none"> <li>We will reduce energy costs through energy saving and shifting to low-carbon energy which improve social evaluation.</li> </ul>	<ul style="list-style-type: none"> <li>We will introduce energy saving measures and efficiency through equipment improvements.</li> <li>We will introduce the use of renewable energy.</li> </ul>
Products and Services	<ul style="list-style-type: none"> <li>Changes in customers' environmental awareness promote the purchasing of environmentally-friendly products.</li> <li>Creation of new testing opportunities and expansion of demand due to long-term disease trend changes.</li> </ul>	<ul style="list-style-type: none"> <li>We will continue to promote environmentally-friendly product development.</li> <li>We will undertake new product development such as products contributing to the eradication of malaria and other infectious diseases.</li> </ul>
Resilience	<ul style="list-style-type: none"> <li>Stable supply of products and services in the event of a natural disaster improves customer trust.</li> </ul>	<ul style="list-style-type: none"> <li>We will implement a global supply system and backup system by multiple procurement of raw materials.</li> </ul>

## Environmental Management System

### Group Environmental Management System

Sysmex has formulated Global Environmental Management Regulations to clarify the responsibilities and roles of each Group company. We have assigned a senior executive officer, a managing director as an environmental management officer to oversee and control Group environmental management centered on the Environmental Management Committee.

We have integrated the environmental objectives as part of the Group Management Plan and, through the Managing Board's supervision and the executive officer system, are executing business with the aim of increasing the speed of decision making.

### Promoting the Acquisition of ISO 14001 Certification

Sysmex is working toward the acquisition of ISO 14001, the international standard for environmental management, for the Group's principal affiliated companies. As of April 30, 2019, 16 Group companies had acquired ISO 14001 certification, and these companies account for 68% of the net sales of the Group.

By centralizing the environmental activities at certain Group companies, we are working to ascertain the state of progress on activities and issues as well as reinforcing management activities, and four companies (Sysmex Corporation, Sysmex International Reagents, Sysmex RA and Sysmex Medica), comprising nine locations, have obtained integrated certification. As a result, we are now able to systematically share information related to environmental management.

### Status of ISO 14001 Certification

Region	Companies
Japan	Sysmex Corporation, Sysmex International Reagents, Sysmex Medica, Sysmex RA
Americas	Sysmex America, Sysmex Reagents America, Sysmex Brazil
EMEA	Sysmex Europe,* Sysmex Deutschland, Sysmex France, Sysmex Espana
China	Sysmex Wuxi, Jinan Sysmex
AP	Sysmex Asia Pacific, Sysmex India, Sysmex New Zealand

\* Received certification along with ISO 50001

### Conducting Environmental Auditing

In line with environmental management system requirements, we perform regular internal and external environmental audits at locations that have obtained ISO 14001 certification.

In fiscal 2018, no nonconformities were found during internal environmental audits of the four Group companies and nine locations for which certification in Japan has been integrated. One slight nonconformity was found in external environmental audits. Corrective measures have been completed.

## Environmental Education

### Conducting Environmental Education and Training

Systemex conducts general education for all employees to foster an awareness of the impact of the Group's environmental activities and individual actions. We conduct specialized training for individuals designated by their divisions as people responsible for environmental management system promotion. We also conduct specialized and emergency response training for each division, as necessary.

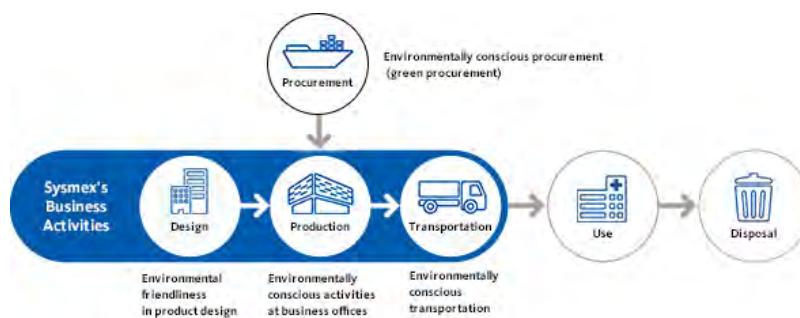
In fiscal 2018, we conducted general environmental training via e-learning for all employees at business sites having integrated ISO certification and a regulatory system seminar for people in charge of business sites and product lifecycles.

## Environmental Consideration

# Environmental Consideration through the Product Lifecycle

### The Product Life Cycle and Initiatives at Each Stage

Systemx undertakes a variety of initiatives at different stages of its business activities to reduce environmental impact throughout the product life cycle.



- ▶ For information about environmental considerations at business offices, please see “Reduction in Environmental Burdens through Activities at Business Offices: Climate Change”, “Reduction of Environmental Burdens through Activities at Business Offices: Resource Circulation”, and “Reduction in Environmental Burdens through Activities at Business Offices: Preventing Pollution”.
- ▶ See the section titled “Environmental Data” for details on material balance.

### Eco-friendly Products and Services

#### Environmental Friendliness in Product Design

Systemx has formulated regulations related to product life cycle management in an effort to contribute to energy conservation and waste reduction when customers use our products. These guidelines, aimed at conserving IVD instruments’ use of electricity and lowering reagent consumption, are incorporated into technical development.

#### Examples of Initiatives

Method	Results of Initiatives
Adopting Concentrated Reagents	<ul style="list-style-type: none"> <li>• Reduced resources used in containers and packaging materials</li> <li>• Substantially reduced waste generated at laboratories</li> <li>• By reducing weight and volume, improved transportation efficiency and reduced CO<sub>2</sub> emissions</li> </ul>
Use of Environmentally Considerate Raw Materials	By switching to more environmentally friendly and safer reagents, eliminated the need for processing waste liquid with neutralizing agents

## XN-Series Using Reagent Concentrated 25 Times Compared to Conventional Reagents



## Environmental Consideration in the Production of Raw Materials

To reduce the use of natural resources, Sysmex has established a production method using recombinant silkworms as an alternative to the use of animal-derived proteins in its reagents. In the past, producing these substances used substantial amounts of energy. However, as silkworms can be cultivated at room temperature, simply by using shelves and breeding containers and providing them with food, we anticipate a stable supply as well as energy savings and waste reduction.

We use proteins produced by silkworms in Revohem PT, a reagent we launched in fiscal 2017. This is the first such product to obtain regulatory certification.

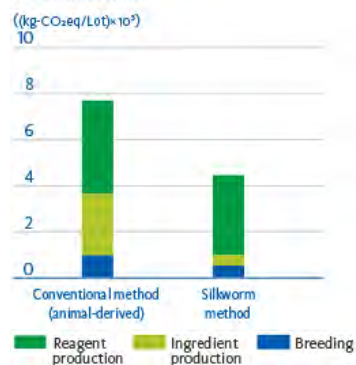
Our protein production contracting business using this technology has been fully operational since fiscal 2012, and we are already taking orders from a number of pharmaceutical companies.



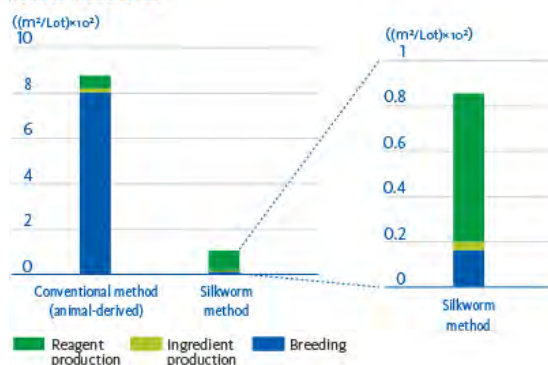
Production of raw materials by using silkworms

## Comparison of Method Using Silkworms and Conventional Method (Revohem PT)

### CO<sub>2</sub> Emissions



### Water Resources



\* Comparison of in-house product (through joint research with Tokyo City University)

## Environmentally Conscious Procurement (Green Procurement)

### Cooperating with Business Partners to Promote Environmentally Conscious Procurement

Sysmex has established Green Procurement Standards, which describe the company's fundamental stance on environmental considerations in procurement activities.

We also conduct annual CSR surveys of our business partners to confirm that they have environmental management policies in place, as well as targets and plans for CO<sub>2</sub> reduction and energy conservation.

▶ [Click here for information on our procurement policy.](#)



## Green Procurement Standards

Through our global corporate activities in the healthcare field, we are contributing to the creation of a fulfilling and healthy society.

### 1. Objectives

In accordance with its environmental policy, the Sysmex Group strives to fulfill its corporate social responsibility by promoting global environment conservation. Accordingly, we endeavor to promote the manufacture of environmentally friendly products by encouraging the procurement of raw materials and parts that have low impact on the global environment. Sysmex aims to cultivate motivated environmental conservation activities among our suppliers and enable us to work together toward the development of a sustainable society.

### 2. Green Procurement Initiatives

The Sysmex Group practices "green procurement" to ensure that its procurement activities promote a reduction in the environmental impact of the Company's products and reduce the environmental impact of all production activities, including those of our suppliers. We promote the two items below as specific green procurement initiatives.

- 1) Promote the procurement of raw materials and parts that have lower environmental impact.
- 2) Expand business with suppliers that take a proactive approach toward environmental conservation.

### 3. Scope of Application

These standards apply to the procurement of raw materials, parts and products by Sysmex Group companies.

### 4. Control of Chemical Substances in Products

The Sysmex Group requires the selection of materials and parts for the products it develops and produces to be based not only on the requisite quality, performance and economic feasibility, but also on the minimization of environmental impact. Therefore, raw materials and parts that do not employ the chemical substances described below shall be adopted:

- 1) Substances prohibited according to restrictions on chemical substances contained in products shall not be contained.
- 2) Those in which the chemical substance amounts defined under restrictions on chemical substances contained in products shall be monitored.
- 3) Those for which the environmental impact of the chemical substance in terms of atmospheric pollution, water contamination, soil pollution, etc. shall be low.
- 4) Environmental impact data for materials shall be disclosed.
- 5) In relation to packaging materials, when all of the aforementioned factors are identical, that with the lowest volume of contained chemical substances shall be selected.

Revised November 2014



### 1. Configuration and Operation of Environmental Management Systems

When commencing transactions with business partners, the Sysmex Group indicates clearly the importance it places on motivated environmental conservation activities. To this end, we confirm whether potential suppliers have in place environmental management systems certified by third parties.

- 1) ISO 14001 certification
- 2) Simplified environmental management system certification

### 2. Provision of Environmental Information on Raw Materials and Parts

The Sysmex Group asks suppliers to provide the following environmental reports in cooperation with Sysmex's environmental conservation activities:

- 1) Data on harmful chemical substances contained in raw materials and parts
- 2) Certification against the use of substances targeted by European RoHS regulations
- 3) Information on raw materials and parts compliant with European RoHS regulations

### 3. Environmental Measures by Suppliers to Their Outsourcing Partners

The Sysmex Group also asks suppliers to request that their outsourcing partners configure environmental management systems and cooperate in providing environmental information. We ask suppliers to take responsibility for managing their outsourcing partners in this respect.

Revised November 2014

## Specifying Prohibited Substances, Substances to Be Reduced, and Target Countries

Based on its green procurement standards, Sysmex discloses the following items regarding chemical substances (substances with an environmental impact) contained in the products we manufacture and sell, as well as their constituent parts, devices and materials.

#### 1. Prohibited substances (revised May 31, 2019)

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[Prohibited substances \( PDF format / 646KB \)](#) 

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#### 2. Substances to be reduced (revised May 31, 2019)

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[Substances to be reduced \( PDF format / 756KB \)](#) 

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#### 3. List of target countries (countries and regions whose environmental laws and regulations provide the basis for prohibited substances and substances to be reduced), revised May 31, 2019

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[List of target countries \( PDF format / 208KB \)](#) 

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## Environmentally Friendly Logistics

### Efforts to Lower CO<sub>2</sub> Emissions in Japan-Domestic and Inter-Regional Transportation of Products

As Sysmex's global business continues to expand, it is working to curtail CO<sub>2</sub> emissions by reviewing its logistical processes and systems as distribution grows increasingly diverse, while also moving forward with packaging reforms.

## Fiscal 2018 Results

Numerous natural disasters occurred in Japan and overseas in fiscal 2018, necessitating a large number of urgent deliveries. As a result, CO<sub>2</sub> emissions were 1% higher than in fiscal 2016, the base year for Sysmex Eco-Vision 2025.

### Results of Logistics Process Review

Method	Result of Reviews
Increasing Transportation Efficiency	Following the China and Asia Pacific regions, we set up a regional logistics hub warehouse in Germany. Concentrating transportation within the region is reducing CO <sub>2</sub> emissions.
Loading Simulations	We continue to enhance loading simulations to reduce transport frequency. Although frequent disasters have increased the number of sudden shipments, we kept the container loading ratio high, at 64% or more.

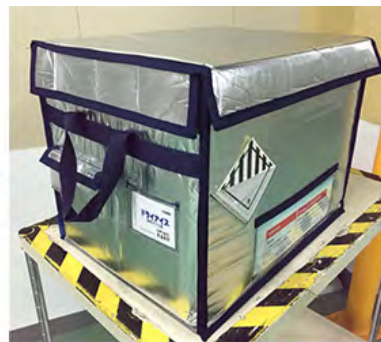
### Saving Resources by Revising Packaging Materials

To conserve resources, Sysmex has introduced reusable packaging for instruments shipped within Japan. In fiscal 2018, we introduced special boxes that can be used repeatedly for transporting gene mutation analysis sets. In addition to maintaining temperature during transport, which directly impacts quality, and enhancing deliveries to customers, the fact that these boxes are reusable means less waste, reducing our environmental impact.

Boxes for transporting gene mutation analysis sets (for use in cancer gene profiling)



Cardboard box



Reusable box

Environmental Consideration

# Reduction in Environmental Burden through Activities at Business Offices: Climate Change

## Reducing Greenhouse Gas Emissions

### Efforts to Reduce Greenhouse Gas Emissions at Business Offices

We are undertaking a variety of efforts to reduce direct and indirect greenhouse gas emissions by our business offices.

### Fiscal 2018 Results

Greenhouse gas emissions (per unit of consolidated sales) decreased 21% compared with the 50% reduction target set in the Sysmex Eco-Vision 2025, which uses fiscal 2016 as its base year.

### Initiatives to Reduce Greenhouse Gas Emissions

Initiative	Company	Details
Energy Conservation Measures	Sysmex Corporation	<p>We introduced an electricity management system (demand monitoring function)<sup>1</sup> to understand and control overall electricity use. We used this analysis to introduce energy-saving measures tailored to business office characteristics.</p> <ul style="list-style-type: none"> <li>Monitoring room temperatures in summer and winter</li> <li>Installing motion detectors to activate staircase lighting</li> <li>Upgrading to energy-saving air conditioning equipment</li> <li>Introducing LED lighting</li> </ul>
	Sysmex RA	<ul style="list-style-type: none"> <li>Made factories more airtight by converting windows to double-paned glass</li> <li>Saved electricity by revising air conditioning operating times</li> </ul>
Shifted to High-Efficiency Equipment	Sysmex Corporation	At the Solution Center, switched to high-efficiency air conditioning equipment that does not use gas
	Sysmex America	<ul style="list-style-type: none"> <li>Converted all lighting to LED</li> <li>Switched to fleet with better fuel efficiency</li> </ul>
	Sysmex Europe	Switched to LED lighting in principal reagent filling rooms
	Sysmex Wuxi	Switched to a refrigerant with lower global warming potential for cold storage
Introduced Renewable Energy	Sysmex Corporation	At i-Square, installed solar panels and introduced natural lighting in work areas to save electricity
	Sysmex Europe	Used all renewable energy for electricity
	Sysmex UK	Shifted to renewable energy for some electricity

Initiative	Company	Details
Employee Awareness	Systemex Malaysia	<ul style="list-style-type: none"> <li>Gave “Greener Systemex Points” to employees who use hybrid vehicles to commute to work, reduced energy use and decreased CO<sub>2</sub> emissions</li> <li>Encouraged the use of natural gas vehicles (NGVs) as taxis and airport limousines.</li> </ul>
	Systemex Inostics	Subsidized employee use of public transportation for commuting
	Systemex India	Confirmed that all employees who use their own cars to commute to work have received PUC certification <sup>2</sup>

- 1 Functions for continuously measuring maximum electrical demand (demand value) for 24-hour periods and sounding an alarm if the level exceeds target values, as well as reporting on electricity use on a daily and monthly basis.
- 2 An acronym for pollution under control, PUC certifies that vehicle emissions are below pollution control standards. Indian law requires vehicles to undergo semiannual PUC testing, and PUC certification is obligatory. (The PUC certification period is one year for new vehicles.)

[Click here for details on environmental performance data. \( PDF format / 36KB \)](#)  

## Decreasing CO<sub>2</sub> Emissions from Fleet in Japan

To curtail fuel use and reduce CO<sub>2</sub> emissions from some 400 fleet in Japan, we are making use of our intranet to visualize travel distances and gasoline used by each fleet and heighten driver awareness. We are also introducing fuel-efficient and hybrid cars and reducing the number of fleet.

### Fiscal 2018 Results

- Decreased the number of fleet by approximately 20
- Reduced CO<sub>2</sub> emissions by approximately 10% (compared with fiscal 2017)

### Complying with Related Laws and Regulations

Based on the Energy Conservation Act, Systemex Corporation has submitted to the Ministry of Economy, Trade and Industry a medium- to long-term plan that summarizes its regular reports aggregating annual energy usage amounts and its energy reduction plan. Going forward, we will continue promoting energy conservation activities throughout the Company to achieve these nonbinding targets in Japan.

## Environmental Consideration

# Reduction in Environmental Burden through Activities at Business Offices: Resource Circulation

### Managing and Recycling Waste

#### Reducing Waste and Promoting a Stable Recycling Rate

Systemex engages in ongoing initiatives to reduce waste and increase the recycling rate.

#### Fiscal 2018 Results

As our business grows, the total amount of waste increases due to the establishment and expansion of new locations and a rising number of employees. Due to the expanded scope of environmental data, the recycling rate came to 76%, down 13 percentage points from the preceding fiscal year.

#### Waste-Reduction Initiatives

Company	Initiative
Systemex Corporation	<ul style="list-style-type: none"> <li>Reused the glass waste formerly processed at landfills as a road paving material, achieving material recycling of glass waste</li> <li>Shifted from the use of cardboard boxes to reusable boxes for transporting gene mutation analysis sets (for use in cancer gene profiling) in Japan, reducing cardboard box waste</li> </ul>
Systemex RA	Introduced ethanol reuse equipment to process previously incinerated waste ethanol, reducing seven-fold the amount emitted as waste
Systemex Malaysia	Recycled cardboard boxes and plastic materials and donated them to charitable institutions
Systemex Wuxi	Reused as trash bags the polyethylene bags used to package purchased parts

[Click here for details on environmental performance data. \( PDF format / 36KB \)](#)

### Using Water Resources Effectively

#### Reducing Water Use and Appropriately Processing Wastewater

Systemex uses both above-ground and underground water in its business activities, such as our core reagent production. Recognizing the reduction of water use as an important social responsibility, Systemex sets targets for the reduction of water use in Systemex Eco-Vision 2025, and is working to improve the efficiency of water use at individual sites.

#### Fiscal 2018 Results

Water used per unit was down 7% compared with emissions (per unit of consolidated sales) in the base year (fiscal 2016) targeted by the Systemex Eco-Vision 2025.

## Major Initiatives at Business Offices

Company	Initiative
Systemex Corporation	Promoted improvements in production efficiency, reduced work hours and decreased water use
Systemex Asia Pacific	<ul style="list-style-type: none"><li>Upgraded the ultrapure water plant and recycled waste water through reverse osmosis when the factory was not in operation</li><li>Installed a degasifier for raw water pretreatment for effective water use</li></ul>
Systemex India	Recycled industrial wastewater after treatment and used it for watering greenery around the factory

[Click here for details on environmental performance data. \( PDF format / 36KB \)](#)  

## Reducing Paper Use

### Promoting Digital Data

Systemex Corporation is working to reduce the use of paper by utilizing personal computers, tablets and smartphones to send and receive data electronically. These efforts have boosted operating efficiency and cut down on paper use and waste volume.

The use of electronic data facilitates the sending of agendas to meeting attendees ahead of time. Checking and considering this information in advance has made meetings more efficient and shorter. Eschewing the use of paper for storing materials also helps reduce the risk of internal information leaks. In 2017, Systemex Korea installed an approval system that allowed it to reduce paper use by 20,000 sheets annually. We have also begun cutting down on paper use by providing suppliers with product drawings as electronic data rather than on paper.

Environmental Consideration

# Reduction in Environmental Burden through Activities at Business Offices: Preventing Pollution

## Managing Chemical Substances

### Determining the Status of Storage and Use and Managing Harmful Substances

Sysmex uses chemical substances in its R&D and manufacturing processes. In addition to preventing losses or leaks, we strive to manage chemical substances appropriately to prevent damage to the health of employees working onsite.

#### Methods for Managing Harmful Substances

Company	Initiative
Sysmex Corporation	<ul style="list-style-type: none"> <li>• We established a Chemical Substance Management Committee and are reducing chemical accidents, educating related divisions and otherwise enhancing the management system.</li> <li>• At the Scientific Laboratory, we conduct thorough chemical substance management based on the Scientific Affairs Division Standards for Laboratory Management.</li> </ul>
Sysmex International Reagents	We use ID cards and fingerprint recognition to prevent unregistered personnel from entering areas where deleterious and hazardous substances are stored.

## Emission of Harmful Substances and Management and Processing with Regard to Their Release into the Water and Atmosphere

### Managing and Processing Harmful Substances

As a precaution against the danger of infection by biological substances, we strictly control the locations where such substances are stored and used, based on manuals. Also, these substances are carefully segregated from general waste for proper disposal.

For other harmful substances, we work to prevent aerial drift, dispersion and groundwater permeation through countermeasures addressing both facilities and management methods. In these ways, we endeavor to keep emissions below statutory standard values.

### Wastewater Management and Processing

Sysmex prioritizes the protection of water quality. We have created our own emission standards that we use to manage the wastewater from development locations and factories that use chemical substances, ensuring that waterways and underground water are not affected.

## Methods of Managing and Processing Wastewater

Company	Method
Systemex International Reagents	At the Ono Factory, we introduced a system that sounds an alarm when biochemical oxygen demand (BOD) exceeds standards, preventing the emission of liquids containing organic matter.
Systemex RA	We introduced waste liquid processing equipment to heat-sterilize infectious waste, rendering it harmless before direct release into sewage systems.
Systemex America	We introduced a wastewater processing system, removing boron-containing compounds from the wastewater produced during reagent manufacturing.
Systemex Asia Pacific	We installed a wastewater processing system to purify water emitted during reagent production before being released into sewers.

## Management and Processing Related to Atmospheric Emissions

In response to the Fluorocarbons Emission Control Law, a revised version of which went into effect on April 1, 2015, Group companies in Japan established response manuals for individual companies. We identified fluorocarbon-containing equipment we own or manage and worked to determine appropriate use, conducting inspections and determining calculated leakages.



# Biodiversity Protection

## Involvement with Biodiversity

Sysmex uses water in its core reagent production and understands that it receives a host of benefits from the world’s living things as part of its business activities. Accordingly, we recognize that preserving the forests that contribute to local watershed protection is an important social responsibility. We also aim to contribute to the preservation of biodiversity.

- ▶ [Click here for information on our shift in animal-derived protein materials \(recombinant silkworms\) in our diagnostic reagents.](#)

## Forest Conservation Activities

### Contributing to Biodiversity Preservation through the “Sysmex Forest”

In fiscal 2013 we began taking part in forest maintenance activities based on the "Enlist the Participation of All Citizens in Creating Woodland" project being promoted by the Hyogo Prefectural Government. To this end, we took responsibility for a two-hectare portion of the 17-hectare Kawai Kaiteki Forest near our reagent factory in the city of Ono, Hyogo Prefecture. We dubbed this portion the "Sysmex Forest" and set about making the *satoyama* (a humaninfluenced natural environment) a place of tranquility for people and wildlife.

In fiscal 2018, a total of 171 people participated in these activities, which took place 14 times.

### Initiatives at the Sysmex Forest

Initiative	Activity
Preservation of Biodiversity	<ul style="list-style-type: none"><li>• Protection of endangered species (such as protecting the habitat of the clouded salamander<sup>1</sup> and planting plants to attract the chestnut tiger butterfly)<sup>2</sup></li><li>• Protection of rare wild plants (cultivating the Japanese lily to aid its recovery and protecting the habitat of <i>Cephalanthera falcate</i> (Golden Orchid))<sup>3</sup></li></ul>
Education and Awareness	<ul style="list-style-type: none"><li>• Conducting programs so that children can enjoy coming into contact with nature (held a forest observation tour, cultivating plant cuttings, vegetables and shiitake mushrooms, and other activities)</li><li>• Registered for the Green Wave 2018, a program being promoted by Japan’s Ministry of the Environment, Ministry of Agriculture, Forestry and Fisheries, and Ministry of Land, Infrastructure, Transport and Tourism. (invited by the United Nations to take part in the International Day for Biological Diversity (May 22) in 2018)</li></ul>

1 These small Cryptobranchioidea (primitive salamanders) are designated as Vulnerable II in the Ministry of the Environment’s Red Data Book.

2 These butterflies are unusual for their long migratory routes; most of them arrive in Japan in spring and migrate around 2,000 kilometers in autumn to Taiwan and other southern climes. They are designated as a quasi-endangered species in Chiba Prefecture’s Red List.

3 Designated as Endangered Species II on the Ministry of the Environment’s Red List

- ▶ [Click here for information on our system for encouraging employee volunteers.](#)
- ▶ [Click here for information on the “Sysmex Forest”.](#)



Systemex Forest (participants in forest maintenance activities)



Systemex Forest (cultivation of thoroughwort to provide a destination for the chestnut tiger butterfly)

## Activities in Other Regions

Company	Activity
Systemex Europe	Within the reagent factory's grounds, the planting of autochthon to provide food for insects
Systemex Spain	Participation in a biomass energy project to promote renewable energy and preserve the environment
Systemex New Zealand	Participation in a volunteer tree-planting day on Motuihe Island, planting more than 300 trees
Systemex India	As part of World Environment Day activities, 110 trees planted by employees
Systemex Thailand	A debris dam using bamboo was constructed to route water to arid land and prevent flooding



Afforestation activities in New Zealand



Afforestation activities in India

## Group Policy

### Pursuing Open and Aboveboard Business Activities

Based on our Group philosophy, the "Sysmex Way," we define our view of compliance as "the conduct of open and aboveboard business activities on the basis of observance of laws and regulations and high ethical standards." In accordance with this definition, we have established a Global Compliance Code, in which particularly important conformance rules and behavioral guidelines for all Group executives and employees are detailed. In addition to Japanese, the Global Compliance Code has been translated into English and many other languages.

[Click here for the full text of the Global Compliance Code. \( PDF format / 294KB \)](#)  

#### Global Compliance Code (Overview)

##### 1. Ensuring the Safety of Our Products and Services to Customers

In all our corporate activities, we shall make it a matter of priority to provide our customers with safety and security in the operation and use of our products and services.

##### 2. Promoting Fair Dealing and Free Competition

We shall comply with the laws and regulations of each country and region concerning the promotion of fair and free competition, deal fairly with all our customers and other business partners and conduct transactions under appropriate conditions. In addition, in relation to other companies in the same business, we shall not illegally, dishonestly or unreasonably restrict their business, nor shall we defame them.

##### 3. Fair and Proper Information Disclosure and Exercise of Complete Information Control

Our corporate information, such as our Group's financial condition and business activities, shall be disclosed in a fair, prompt, correct, and clear manner in accordance with applicable laws and regulations, and we shall exercise strict control over confidential information collected through our business activities so as not to infringe the rights of third parties.

##### 4. Implementation of Appropriate Research and Development Activities

When carrying out research and development, we shall protect the dignity, privacy, and human rights of trial subjects, and shall comply with applicable laws and regulations to carry out our research activities in accordance with high ethical standards.

##### 5. To Respect Intellectual Property

We respect both the rights of our Group's intellectual property and the intellectual property of others. We shall not unlawfully acquire or use any confidential business information or the proprietary assets of others.

##### 6. To Maintain International Peace and Safety

We shall comply with export-related laws and regulations, and shall not engage in any transaction which may impede the maintenance of international peace and safety.

##### 7. To Conduct Proper Accounting and Appropriate Tax Payments

We shall always apply the appropriate accounting measures and recognize the tax obligations set forth in applicable tax laws and accounting regulations and standards.

## 8. To Respect Human Rights and to Improve Occupational Health and Safety

We shall support the Universal Declaration of Human Rights and Core Labour Standards, and respect fundamental human rights, and shall not commit acts such as discrimination or harassment. We shall also comply with applicable laws and regulations and endeavor to improve occupational health and safety. Further, we shall not commit any unfair labor practices against the personnel of the company.

## 9. Prohibition of Conflicts of Interest

We shall not attempt to gain any personal profit in the performance of our duties, and shall not make any unauthorized use of our Group's assets, goods or information, nor shall we perform personal acts that may cause harm to the Group's business activities or reputation.

## 10. To Maintain Sound Relationships with Society

We shall comply with applicable laws and regulations related to anti-bribery statutes and comply strictly with applicable laws regarding making political donations. The company shall not be intimidated by antisocial activities, behavior and groups, nor maintain any relationship with them.

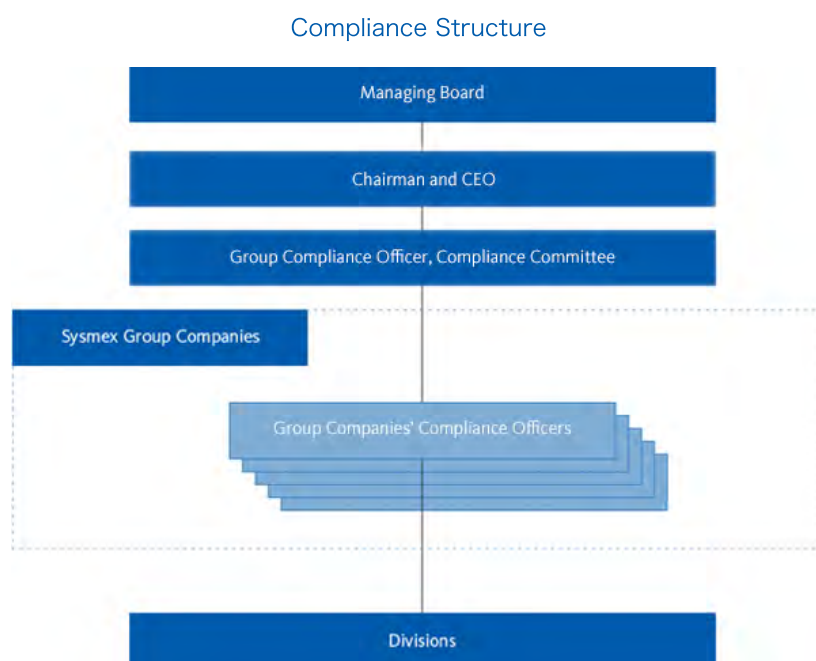
## 11. To Preserve the Global Environment

We shall comply with environment-related laws and regulations, and respect the environment throughout our business activities, based on applicable laws and international standards, in an endeavor to preserve and improve the global environment.

## Compliance Promotion Structure

Systemex has put in place internal rules related to compliance. We are also working to enhance compliance awareness among employees.

The Group compliance officer chairs the Compliance Committee, which promotes compliance throughout the Group. Compliance officers in place at individual Group companies promote compliance at those companies.



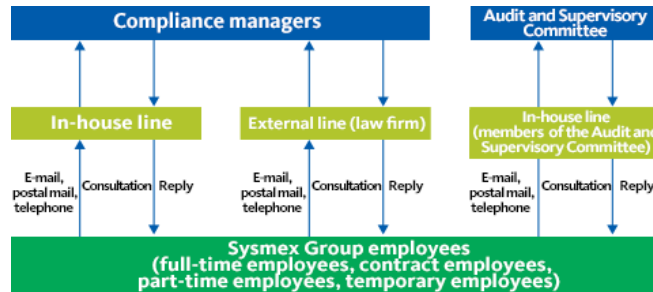
## Internal Reporting System

Systemex has established and operates an internal reporting system for all Group companies.

In Japan, we have set up an internal reporting system known as the “Campanula Lines”. Through this system, we offer field consultations related to compliance-related issues such as bribery and human rights abuses, and work to

resolve any issues quickly. The “Campanula Lines” allow our employees to seek consultations and file reports via e-mail, postal mail, or telephone through two lines (in-house and external). We have also established a line via the Audit and Supervisory Committee that enables employees to seek consultations and file reports related to the management team. Information received through these lines is handled anonymously and based on the Whistleblower Protection Act to shield from any disadvantage people consulting or providing information.

The “Campanula Lines” Internal Reporting System



Overseas, consultation and reporting lines provide local-language responses.

In fiscal 2018, we fielded 14 enquiries from Japan and overseas. We conducted investigations regarding these enquiries and dealt with each of them appropriately.

## Compliance Education

### Providing Continuous Education on Compliance

To instill compliance, Sysmex positions employee education and awareness activities as the foundation of compliance promotion. Based on the Group compliance training program, we conduct various types of compliance education on an ongoing basis. During new employee and rank-based training, we take the opportunity to foster compliance with the Global Governance Code.

We are expanding our educational tools to provide more detailed explanations of the Global Compliance Code on such themes as promoting fair trading and prohibitions against bribery, insider trading, and discrimination or harassment. Through autonomous, planned educational and awareness efforts, we instill and promote compliance awareness within individual divisions and companies.

### Main Compliance Education in Fiscal 2018

#### (Japan)

- Conducted compliance training for new employees
- Conducted compliance training for newly appointed managers
- Conducted training on the control and protection of trade secrets for Group employees in Japan
- Conducted human rights training related to harassment, including LGBT\* employees, as well as on personnel administration and the Workers Dispatch Act, for new employees, mid-career recruits, and newly appointed managers
- Conducted training on the Sysmex Promotion Code as well as other training to promote fair trade
- Conducted training related to laws, regulations, and industry rules on ensuring transparency in relationships with medical institutions

\* Acronym referring to sexual orientation/gender identification (lesbian, gay, bisexual and transgender)

#### (Overseas)

- Conducted compliance training for new employees
- Conducted compliance training for managers
- Conducted training related to the European General Data Protection Regulation (GDPR)
- Conducted training about rules to promote fair trading in the medical device industry

## Compliance

# Compliance Promotion Initiatives

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[Click here for the full text of the Global Compliance Code. \( PDF format / 294KB \)](#) 

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## Anti-Corruption

### Preparation of Standards and Provision of Education on the Prevention of Bribery

As one of its voluntary corporate efforts in accordance with the spirit of the UN Global Compact, Sysmex undertakes thorough efforts to prevent bribery, in line with Principle 10, which states that “Businesses should work against corruption in all its forms, including extortion and bribery.”

Efforts to eradicate corruption are gathering momentum throughout the world, and various countries are enacting laws and stepping up enforcement. Against this backdrop, Sysmex clearly prohibits bribery in Item 10 of the Global Compliance Code, “To Maintain Sound Relationships with Society”, which applies to all executives and employees. In addition, we are encouraging a thorough understanding throughout the Group of our anti-bribery regulations, which cover such topics as banned activities, due diligence, the provision of education, and management systems. We have also put in place rules and regulations for each region and promote compliance with them. These rules and regulations are designed to ensure compliance with unique regional laws and regulations and commercial customs while preventing bribery.

### Overview of Anti-Bribery Regulations

1. Sysmex prohibits the provision of money and other tangible or intangible benefits to public officials, and people who are not public officials, for the purpose of obtaining illicit profits, such as acquiring business or for the sake of business convenience.\*
2. Prior to conducting new transactions, or during mergers and acquisitions, in addition to routine checks of a counterparty’s origin, background, and business details, Sysmex investigates whether the counterparty has relationships with public officials or past involvement in bribery cases.
3. Sysmex prohibits the payment to business partners and other parties of bribes or other payments that could be construed as bribes.
4. Sysmex has in place and operates a system for conducting regular education and training of Group executives and employees in relation to bribery prevention.
5. Group officers and employees who become aware of actions that contravene, or that could be construed as contravening, these regulations must report such actions promptly to a compliance manager.

\* Such acts include avoiding or simplifying administrative procedures, obtaining or maintaining business opportunities, obtaining accommodation on bids, or obtaining confidential information.

## Transparency in Relationships with Medical Institutions

Transactions based on a high level of ethics are required at every stage of Sysmex’s operations—from research and development to manufacturing, sales and after-sales support—as the number of opportunities for collaboration with medical institutions and medical professionals is increasing.

In Japan, Sysmex Corporation and Sysmex International Reagents, which are members of the Japan Association of Clinical Reagents Industries, concur with the philosophy outlined in the association’s “Guidelines on Transparency of Relationships between Corporate Activities and Medical Institutions”, and disclose information related to funding provided to such institutions.

Overseas, Sunshine Acts have been enacted in the US, France, and Belgium. We report relevant payments or transfers of value to each government regularly, and also disclose this on our web site.

- [Click here for Funding details. \(Governance data\)](#)
- [Click here for Funding details. \(Details on the Japan region\)](#)
- ▶ [Click here for information on the Japan Association of Clinical Reagents Industries' "Guidelines on Transparency of Relationships between Corporate Activities and Medical Institutions". \(Japanese only\)](#)

## Research Ethics

### Conducting Appropriate R&D Activities

As defined in Item 4 of the Global Compliance Code, "Implementation of Appropriate Research and Development Activities", when carrying out research and development, Sysmex protects the dignity, privacy, and human rights of trial subjects, and complies with applicable laws and regulations in individual countries and regions to carry out its research activities in accordance with the highest ethical standards. In addition, Sysmex has adopted the "Ethics Regulations on Clinical Research and Development and Human Genome and Genetic Analysis Research", and also established a Research Ethics Examination Committee, which includes outside members such as legal and scientific experts, in order to review research content. The list of committee members and deliberation results are disclosed on our website to ensure transparency.

- ▶ [Click here for information on the "Ethics Regulations on Clinical Research and Development and Human Genome and Genetic Analysis Research."](#)
- ▶ [Click here for information on the activities of the Research Ethics Examination Committee.](#)

### Consideration for Animal Experiments

Item 4.4 of the Global Compliance Code, "Animal experiments", states that when conducting animal experiments, we shall comply with applicable laws and regulations related to animal protection, and we shall limit such experiments to a minimum by studying the use of alternative methods. When animal experiments are necessary, we shall take all reasonable steps to minimize the animals' pain. We conduct animal experiments in line with internal regulations that conform with public guidelines. Our Testing Control Committee rigorously deliberates testing plans to ensure their regulatory conformance.

#### Guidelines Followed by Sysmex

- Act on Welfare and Management of Animals (Ministry of the Environment)
- Standards Relating to the Care and Management of Laboratory Animals and Relief of Pain (Ministry of the Environment)
- Fundamental Guidelines for Proper Conduct of Animal Experiments and Related Activities in Academic Research Institutions (Ministry of Education, Culture, Sports, Science and Technology)
- Guidelines for Proper Conduct of Animal Experiments (Science Council of Japan)
- ▶ [Click here for information on our shift from animal-derived protein materials to those derived from recombinant silkworms.](#)

## Fair Marketing Activities

We have formulated a code of ethics in marketing for our global promotion activities, described in Item 2 of the Global Compliance Code, "Promoting Fair Dealing and Free Competition". In accordance with this code, we promote fair marketing activities in every region of the world, based on industry standards and regulations we have created. We formulated the Sysmex Promotion Code to cover our activities in Japan. In fiscal 2018, we conducted training for 155 people from sales departments in Japan and East Asia on such topics as the "Code of fair practices in the advertising of drugs and related products" and the "Surveillance and monitoring system for ethical drugs".

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[Click here for information on the Sysmex Promotion Code. \( PDF format / 220KB \)](#)  

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## Systemex Promotion Code

1. Systemex's Responsibilities
2. Code of Conduct
3. Ensuring Fair Competition and Fair Dealing
4. Advertising and Promotion (Expression in Printed Promotional Materials, Advertisements, etc.)
5. Prohibition of Slander and Defamation
6. Prohibition against Unfair Comparison Tables
7. Provision of Services

## | Tax Strategy

Systemex has established Item 7 of the Global Compliance Code, "To Conduct Proper Accounting and Appropriate Tax Payments", to heighten tax transparency. This section describes how, in transactions with foreign affiliated companies, we shall calculate appropriate transfer prices in accordance with OECD Guidelines and the transfer pricing tax system of each country. The text also states that tax havens shall not be used solely for the purpose of tax avoidance or benefit.

In addition, we disclose Group payments of taxes in financial and other reports, as well as the reasons for any differences from effective statutory tax rates.

- ▶ [Click here for our annual securities report \(Japanese only\).](#)
- ▶ [Click here for the Sysmex Report \(Financial and Other Information\).](#)

## Tax Strategy in the United Kingdom

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[Click here for information on our tax strategy in the United Kingdom. \( PDF format / 26KB \)](#)  

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## | Respect for Intellectual Property

Systemex accords third-party intellectual property rights the same level of respect as it does its own. As defined in Item 5 of the Global Governance Code, "To Respect Intellectual Property", we will not unlawfully acquire or use any confidential business information or the proprietary assets of others. We promote a thorough understanding of these rules by all executives and employees throughout the Group. When developing new products, members of the Intellectual Property, R&D, and Business Development departments conduct and discuss global patent reviews for each new product development project.

## | Promotion of Security Trade Control

In line with Item 6 of the Global Compliance Code, "To Maintain International Peace and Safety", we comply with export laws and regulations of individual countries and regions, and do not engage in transactions likely to impede the maintenance of international peace and safety. Systemex has established the Security Trade Control Committee, which is under the direct control of the president, to prevent illegal exports. We have also assigned people at overseas regional headquarters to oversee security trade control, and have configured a global operational structure. Every year, we conduct basic e-learning for all employees. We also provide ongoing education through various training sessions on recent world affairs and laws and regulations, to raise awareness of security trade control.



Risk Management

# Risk Management Structure

## Risk Management Structure

### Promoting Risk Management by Establishing a Dedicated Committee

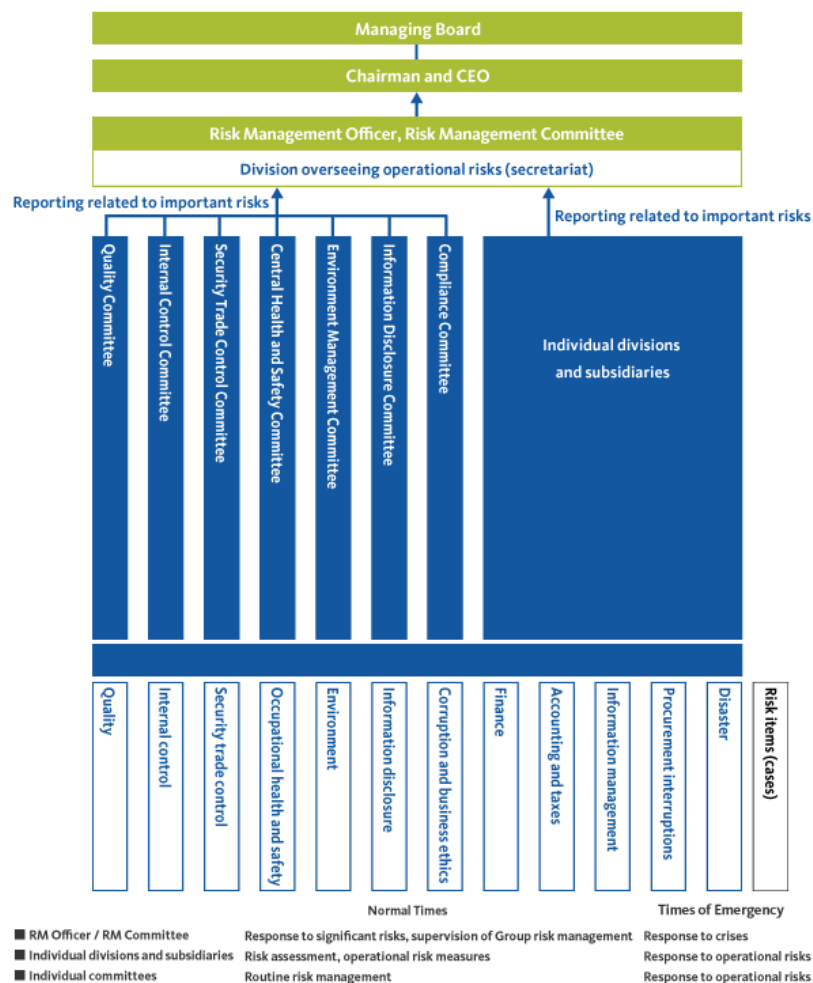
To control Groupwide risk management activities, Sysmex has established a Risk Management Committee (RM Committee).

The committee is chaired by the Risk Management Officer, a senior managing director.

The RM Committee regularly assesses various risks, such as those related to corruption, business ethics and other aspects of compliance, human resources, occupational safety and health, the environment, and accounting and finance, including tax payments. The Committee identifies major risks affecting the Group’s operations and prepares countermeasures.

The RM Committee monitors the status of risk management being conducted by the Compliance Committee, other related Committees, individual divisions, and subsidiaries. The committee also deliberates responses to any emerging risks that have a major impact on Group management, and thus continues to follow the PDCA cycle.

Risk Management Structure



► [Click here for information on corporate governance.](#)

## Risk Management

## Disaster Response

**Business Continuity Plans (BCP)**

Systemex has formulated business continuity plans (BCPs) for production, procurement and other functions to ensure the continuity of important operations in the event of an earthquake, tsunami or other large-scale disaster, as well as rapid recovery. Our BCPs identify products to be given priority so that our products can continue to function in a stable manner at healthcare institutions, even in crisis situations. We have also prepared disaster-response regulations and manuals, putting in place systems that enable us to respond swiftly in emergencies. We conduct regular simulation training based on the assumption of a disaster.

To diversify risks related to reagents, we procure key raw materials from multiple sources. Also, we select production locations based on the concept of “local production for local consumption”. At the same time, we are building a system through which factories can provide supplies to each other in emergencies, and we have secured alternative transportation routes. In fiscal 2018, we swiftly determined the impact of flooding in western Japan and of the Hokkaido Eastern Iburi Earthquake, and successfully implemented countermeasures.

As a means of emergency communication, we have introduced safety communication tools at Group companies in Japan. This system allows us to quickly confirm the safety of each member of the Group. Systemex has also installed wireless digital equipment at business offices in Japan, putting in place a system for communicating in the event of a disruption of conventional communications. We have also amassed stockpiles of supplies and other items to assist stranded personnel, setting aside enough items for every employee. Furthermore, we conduct e-learning on disaster prevention and response, BCP awareness education and simulation training to augment BCP effectiveness. The backbone of our Group-wide IT system is located at external, disaster-resistant data centers. In addition, we created an IT structure so that we can quickly switch to a backup system in the event that disaster renders our regular systems inoperable.

## Information Security

**Enhancing Information Security**

Systemex enacts cyber-security measures for our products and services. We have formulated a Group-wide product security policy and have begun risk management initiatives from the time of product design through manufacture and post-launch.

In addition, the Group handles data about its customers, and on the entities with which it collaborates on R&D and other testing, as well as information on the Company’s proprietary technologies. We recognize the importance of protecting information such as this, as well as other important corporate secrets, and view any leak of such information as an important risk to the Group. Accordingly, we have in place structures to prevent this risk from materializing. We have formulated consistent global regulations for information security and corporate secrets for all Group companies, strengthening measures to prevent information leaks and to counter cyber threats. Group companies in Japan also regularly conduct e-learning related to information security and corporate secrets.

To allow the Skyfront Research Campus to conduct research involving gene sequences and other personal information, in 2019 we obtained international ISO 27001 certification related to our information security management system (ISMS). The Service and Support Division at Systemex CNA has also received certification, ensuring the confidentiality, completeness, and availability of the information it handles.

# External Evaluation

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## Incorporation in Sustainability Indexes and Rankings

### Selection for Global Sustainability Indexes

A growing number of investors are evaluating companies' sustainability not only from a financial perspective, but also from non-financial, environmental, social, and governance (ESG) perspectives, in the aim of responsible investing from a long-term viewpoint. Around the world, a number of sustainability indexes are used to benchmark responsible investment. Being a highly sustainable company, Sysmex has been selected for numerous sustainability indexes and rankings.

- Dow Jones Sustainability World Index<sup>1</sup> (from fiscal 2016)
- Dow Jones Sustainability Asia Pacific Index<sup>1</sup> (from fiscal 2012)
- FTSE4 Good Index<sup>2</sup> (from fiscal 2008)
- FTSE Blossom Japan Index<sup>3</sup> (from fiscal 2017)
- MSCI ESG Leaders Indexes<sup>4</sup> (from fiscal 2011)
- MSCI SRI Indexes<sup>4</sup> (from fiscal 2013)
- MSCI Japan ESG Select Leaders Index<sup>5</sup> (from fiscal 2017)
- MSCI Japan Empowering Women Index<sup>6</sup> (WIN) (fiscal 2017 and 2019)
- Ethibel Excellence<sup>7</sup> (from fiscal 2011)
- Ethibel Pioneer<sup>7</sup> (from fiscal 2014)
- Ethibel Sustainability Index (ESI)<sup>8</sup> (from fiscal 2015)
- Global 100 (100 most sustainable companies in the world)<sup>9</sup> (fiscal 2017, 2016 and 2012)
- Euronext Vigeo Eiris World 120 Index<sup>10</sup> (from fiscal 2018)
- SNAM Sustainability Index<sup>11</sup> (from fiscal 2018)

- 1 An ESG investment index developed through collaboration between S&P Dow Jones Indices of the United States and Robeco SAM of Switzerland. This index evaluates corporate sustainability through the perspectives of the economy, the environment, and society, and selects companies that are expected to achieve long-term sustainable growth based on comprehensive and advanced initiatives. The World Index targets the world's listed companies, while the Asia Pacific Index targets listed companies in the Asia-Pacific region.
- 2 An ESG investment index announced by FTSE Russell, of the London Stock Exchange Group of the United Kingdom. Excellent companies are selected, based on an evaluation of ESG information disclosed by these companies to the general public.
- 3 FTSE Russell of the United Kingdom selects Japanese companies based on superior responses on ESG matters. The index uses FTSE4 Good standards derived from international standards, such as the United Nations' Sustainable Development Goals (SDGs).
- 4 An ESG investment index developed by MSCI Inc. (Morgan Stanley Capital International), of the U.S. Morgan Stanley Group. Companies are selected based on an evaluation that includes ESG issues considered important by various indexes based on the industry characteristics of the companies it targets.
- 5 An ESG investment index of MSCI of the United States. This index selects companies with relatively high ESG ratings in individual sectors from among the top 500 Japanese stocks by market capitalization.
- 6 An ESG investment index by MSCI of the United States. The index selects companies, from among the top 500 Japanese stocks by market capitalization in various sectors, that excel in gender diversity.
- 7 An index developed by Forum Ethibel, a Belgian non-profit organization. Companies are selected that exhibit high performance from the perspective of corporate social responsibility. The index includes two sub-indexes, Pioneer and Excellence. Companies in the Pioneer index are selected from among those deemed best in the Excellence index.
- 8 This index comprises companies selected for Ethibel Excellence, based on such limiting conditions as floating market capitalization.
- 9 The 100 Most Sustainable Companies in the World, selected by Canada-based Corporate Knights. The selections are announced during the World Economic Forum held in Davos, Switzerland.

10 This is an index developed through collaboration between NYSE Euronext (United States), which operates a number of security exchanges in the United States and Europe, and Vigeo Eiris (France and the United Kingdom), an ESG research company. The index, which covers Europe, North America, and the Asia Pacific region, has selected for inclusion 120 companies demonstrating superior ESG initiatives.

11 This index was established by Sampo Japan Nipponkoa Asset Management Co., Ltd. (SNAM). The SNAM Sustainability Index selects approximately 300 companies that excel in environmental, social and governance (ESG) initiatives.



## Recognition and Commendations by Third Parties

### 2019

- May • Ranked eighth in the medical devices category in “Top Employer SME 2019”, sponsored by FOCUS-Business.
- April • Received “Supplier Excellence Awards,” sponsored by Quest Diagnostics. (Sysmex America)
- March • Selected as a finalist for the NZHIT Innovation Awards. (Sysmex New Zealand)
- March • Selected for the “Companies That Care Honor Roll\* 2019”. (Sysmex America)
  - \* Companies That Care Honor Roll: A corporate ranking that designates companies that contribute to the welfare of employees, their families, and the local community, based on a survey conducted by the Center for Companies That Care, an NPO.
- February • Recognized for the third time by the Ministry of Economy, Trade and Industry as one of the “Companies that excel in health management” (White 500).
- February • Received the Award for Excellence at the 22nd Environmental Communication Awards for the *Sysmex Sustainability Report 2018*.

### 2018

- December • Won the Encouragement Prize for the first time in the 6th WICI Japan Award for Excellence in Integrated Reporting.
- November • Received awards at the 2018 Kinki Local Commendations for Innovations.
- November • Ranked 9th among “The Best-Performing CEOs in the World 2018,” published by *Harvard Business Review*.
- October • Sysmex Malaysia rated among the “HR Asia Best Companies to Work for in Asia 2018”.
- October • Selected as a “Great Place to Work” (Korea Top 100). (Sysmex Korea)
- May • Received the “Medal with Purple Ribbon,” a spring 2018 medal of honor.
- March • Selected for “The Companies That Care Honor Roll 2018” for the tenth consecutive year. (Sysmex America)

- March • Recognized for the second time by the Ministry of Economy, Trade and Industry for excellence in health management as among the “Companies that Excel in Health Management” (White 500).
- February • Received an award for excellence in the environmental report division at the 21st Environmental Communication Awards for the Sysmex Sustainability Report 2017.

## 2017













- November • Super-resolution fluorescence microscope received the Good Design Gold Award 2017.
- November • Ranked 18th among “The Best-Performing CEOs in the World 2017”, published by the Harvard Business Review.
- October • Sysmex Asia Pacific selected as among the HR “Asia Best Companies to Work for in Asia 2017”.
- September • Selected for inclusion in the Dow Jones Sustainability World Index.
- August • Ranked 27th in Forbes’ “The World’s 100 Most Innovative Companies”.
- June • Received the “Work & Family in 2017 Award”. (Sysmex Europe)
- April • Received the “Fiscal 2017 Commendation for Science and Technology” by the Minister of Education, Culture, Sports, Science and Technology, Prize for Science and Technology.
- March • Selected for the “Companies That Care Honor Roll 2017”. (Sysmex America)
- February • Recognized by the Ministry of Economy, Trade and Industry for “Companies That Excel in Health Management” (White 500).
- February • Received the Award for Excellence at the 20th Environmental Communication Awards (Jury Awards) for the Sysmex Sustainability Report 2016.
- January • Selected for the 2017 Global 100 (100 most sustainable companies in the world), for the third time.

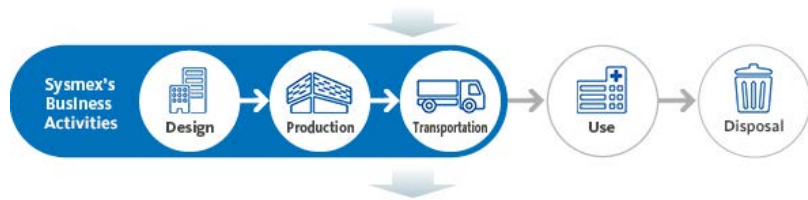
## 2016







- November • At the fiscal 2016 Kinki Local Commendation for Inventions, received the “Minister of Education, Culture, Sports, Science and Technology Prize” for one invention and the “Encouragement Prize for Inventions” for three other inventions.
- November • Sysmex Asia Pacific and Sysmex Malaysia selected for “HR Asia Best Companies to Work for in Asia 2016”.
- October • Ranked 27th of 462 Companies in the Nikkei ranking of “Companies that Motivate People”.
- September • Received the highest ranking, Level 3, as an “Eruboshi” company, based on the Act on the Promotion of Women’s Participation and Advancement in the Workplace.
- September • Selected for the first time for inclusion in the Dow Jones Sustainability World Index.
- September • Sysmex’s automated blood coagulation analyzer certified under the 5th Heritage Program of Legacy Analytical Instruments/Scientific Instruments.
- September • Ranked fifth in Forbes Japan’s “Managers that Move Japan” and 28th on the Forbes 2016 List of the “World’s Most Innovative Companies”.
- August • Won the 14th Annual Merit Award from the Minister of Economy, Trade and Industry for Collaborative Achievement Between Industry, Academia and Government for the world’s first practical realization of a system for diagnosing hepatic fibrosis using glycosylation.
- June • Sysmex International Reagents’ Ono Factory received the City of Ono Firefighting Society Excellent Business Site Award.
- May • Received the ACE-Award, sponsored by Confrimit (Voice of Customer and Contact Center divisions). (Sysmex America)
- March • Selected as a “Great Place to Work” (Sysmex Europe)
- March • Selected for the “Companies That Care Honor Roll 2016” (Sysmex America).

# Environmental Data

## Material Balance

INPUT				
		FY2016	FY2017	FY2018
	Electricity (thousand kWh)	37,403	39,701	<b>41,959</b>
	City gas (thousand m³)	1,474	600	<b>1,097</b>
	LPG (t)	21	24	<b>19</b>
	LNG (t)	0	0	<b>57</b>
	Heavy oil (kL)	0	35	<b>0</b>
	Kerosene (kL)	31	29	<b>29</b>
	Diesel oil (kL)	21	17	<b>38</b>
	Gasoline for fleet in Japan (kL)	734	689	<b>619</b>
	Diesel for fleet in Japan (kL)	25	23	<b>18</b>
	Water use volume (thousand m³)	406	418	<b>449</b>
	Office paper (t)	42	45	<b>38</b>
	PRTR (t)	0	0	<b>0</b>



OUTPUT				
		FY2016	FY2017	FY2018
	Greenhouse gas emissions from business locations (t-CO <sub>2</sub> )	22,760	22,187	<b>22,349</b>
	Greenhouse gas emissions from fleet in Japan (t-CO <sub>2</sub> )	1,768	1,661	<b>1,483</b>
	Waste emissions (t)	2,106	1,482	<b>2,255</b>
	Recycling rate (%)	91	89	<b>76</b>
	Wastewater volume (thousand m³)	189	273	<b>292</b>
	PRTR (t)	0	0	<b>0</b>

[Click here for detailed performance data. \( PDF format / 36KB \)](#)

## Data Related to Sysmex Eco-Vision 2025

Target		FY2017	FY2018	Calculation method and other notes
Reducing CO <sub>2</sub> emissions*	Reduce emissions from the use of instrument products by 15%	+1%	+3%	Total CO <sub>2</sub> emissions from the use of instrument products ÷ number of instrument sets produced
	Reduce emissions from business activities by 50%	-17%	-21%	Total CO <sub>2</sub> emissions from business activities ÷ consolidated sales
	Reduce emissions from shipment and logistics by 15%	-17%	+1%	Total CO <sub>2</sub> emissions from shipment and logistics ÷ sales of Sysmex Corporation
Reducing water use*	Reduce emissions from the use of instrument products by 15%	+1%	+3%	Total emissions from the use of instrument products ÷ number of instrument sets produced
	Reduce water use from business activities by 15%	-8%	-7%	Total water use from business activities ÷ consolidated sales
Recycling resources	Recycle 93% or more of waste emissions from business activities	89%	76%	Recycled waste emissions ÷ total waste emissions from business activities

\* The per-unit target, taking fiscal 2016 as the base year

▶ [Click here for information on non-financial targets \(KPIs\).](#)

# Environmental performance data

Item	Indicator		Unit	Scope <sup>1</sup>	
INPUT	Energy consumption	Consumption of non-renewable energy	Electricity (non-renewable)	1000 kWh	Major business locations, instrument factories, reagent factories, sales offices, and other business sites in Japan; major business locations, factories, and other business sites in other countries
			City gas	1000 m <sup>3</sup>	
			LPG	t	
			LNG	t	
			Heavy oil	kL	
			Kerosene	kL	
			Diesel oil	kL	
		Consumption of renewable energy	Electricity (renewable)	1000 kWh	
		Total consumption		GJ	
	Consumption of other non-renewable energy	Gasoline (fleet)	kL	Major business locations, instrument factories, reagent factories, sales offices, and other business sites in Japan	
		Diesel oil (fleet)			
	Water use volume	Groundwater		1000 m <sup>3</sup>	Major business locations, instrument factories, and reagent factories in Japan; major business locations, factories, and other business sites in other countries
		Purchased water			
Total volume					
Amount of office paper used			t	Major business locations, instrument factories, and reagent factories in Japan	
PRTR input			t	Major business locations, instrument factories, reagent factories, sales offices, and other business sites in Japan	
OUTPUT	Greenhouse gas emissions Scope 1 <sup>3</sup>	CO <sub>2</sub> emissions of energy consumption from stationary combustion sources		t-CO <sub>2</sub>	Major business locations, instrument factories, reagent factories, sales offices, and other business sites in Japan; major business locations, factories, and other business sites in other countries Scope of CO <sub>2</sub> emissions from fleet is only in Japan
		CO <sub>2</sub> emissions from fleet			
		Total emissions			
	Greenhouse gas emissions Scope 2 <sup>3</sup>	Total emissions		t-CO <sub>2</sub>	Major business locations, instrument factories, reagent factories, sales offices, and other business sites in Japan; major business locations, factories, and other business sites in other countries
	Greenhouse gas emissions Scope 3 <sup>3</sup>	CO <sub>2</sub> emissions from logistics		t-CO <sub>2</sub>	Systemex Corporation
	Waste emissions	Total emissions		t	Major business locations, instrument factories, reagent factories, sales offices, and other business sites in Japan; major business locations and factories in other countries
		Total emissions (excluding sales offices in Japan)			
		Waste used for material recycling			
		Recycled waste (including energy recovery)			
		Total amount of waste disposal			
Material recycling rate					
Recycling rate (including energy recovery)		%			
Wastewater volume	Total volume		1000 m <sup>3</sup>	Major business locations, instrument factories, and reagent factories in Japan; major business locations, factories, and other business sites in other countries	
PRTR output	Emissions		t	Major business locations, instrument factories, reagent factories, sales offices, and other business sites in Japan	
	Transfers				



	FY2014	FY2015	FY2016	FY2017	FY2018	Coverage <sup>2</sup>	Calculation method and other notes
	35,779	37,233	37,193	38,399	40,670	85%	
	852	1,544	1,474	600	1,097		
	15	19	21	24	19		
	0	0	0	0	57		
	0	0	0	35	0		
	70	35	31	29	29		
	19	19	21	17	38		
	209	243	210	1,302	1,288		
	395,043	439,654	440,124	414,136	461,370		
	778	750	734	689	619	37%	Gasoline consumed by fleet in Japan
	20	24	25	23	18		Diesel oil consumed by fleet in Japan
	51	50	58	53	65	85%	Groundwater intake
	317	341	348	365	384		Tap water and industrial water
	368	391	406	418	449		
	49	44	42	45	38	37%	
	0	0	0	0	0		The amount of PRTR substances handled at business sites that handle chemicals in Japan
	2,237	3,757	3,559	1,749	2,964	85%	Emissions = $\Sigma$ (fuel consumption $\times$ CO <sub>2</sub> emission factor <sup>4</sup> )
	1,856	1,802	1,768	1,661	1,483		CO <sub>2</sub> emissions from fleet
	4,093	5,559	5,327	3,410	4,447		
	19,195	20,278	19,201	20,438	19,385	85%	Emissions = $\Sigma$ (purchased electricity consumption $\times$ CO <sub>2</sub> emission factor <sup>5</sup> )
	-	-	19,573	16,711	21,571	-	Emissions = $\Sigma$ (freight weight $\times$ transport distance $\times$ CO <sub>2</sub> emissions intensity <sup>6</sup> ) Shipment in Japan: CO <sub>2</sub> emissions due to the physical distribution from warehouses in Japan to customers in Japan, etc. (including branches and sales offices) Overseas shipment: CO <sub>2</sub> emissions due to the physical distribution from warehouses in Japan to ports and airports in other countries
	1,557	1,701	2,106	1,482	2,255	83%	Waste emissions = general waste emissions + industrial waste emissions
	1,419	1,535	1,436	1,361	2,117		
	788	986	814	1,044	1,264		Amount of wastes converted into valuables as a result of a third-party process. Includes waste converted into fuel (such as RPF)
	1,283	1,411	1,309	1,213	1,617		Amount of wastes reused, used for material recycling, or used for energy recovery (thermal recycle)
	137	124	128	148	500		Total amount of waste disposal = total emissions - recycled waste (including energy recovery)
	56	64	57	77	60		
	90	92	91	89	76		
	164	192	189	273	292		85%
	0	0	0	0	0	37%	Amount of PRTR emitted from business sites that handle chemicals in Japan
	0	0	0	0	0		Amount of PRTR transferred from business sites that handle chemicals in Japan

Item	Indicator		Unit	Scope <sup>1</sup>
Compliance	Violations of environmental regulations	Total amount of large fines	100 million yen	Major business locations, instrument factories, reagent factories, sales offices, and other business sites in Japan; major business locations, factories, and other business sites in other countries
		Number of sanctions other than fines	Cases	
	Significant spills and losses of chemical substances	Total number of cases	Cases	
		Total leakage volume	t	

1 Results in respective years cover the scopes shown for respective indicators. See below for details of the scopes for fiscal year 2018.

Major business locations in Japan: Sysmex Corporation (Head Office, Technopark and Solution Center)

Instrument factories in Japan: Sysmex Corporation (Kakogawa factory and i-Square), Sysmex Medica, and Sysmex RA

Reagent factories in Japan: Sysmex International Reagents (Ono Factory and Seishin Factory)

Sales offices in Japan: Sysmex Corporation (Tokyo Office and other 20 branches)

Other business sites in Japan: Sysmex Corporation (Research and Development Center and other 5 sites)

Major business locations in other countries: Sysmex Europe, Sysmex Deutschland, Sysmex America, Sysmex Shanghai, and Sysmex Asia Pacific

Major factories in other countries: Sysmex Europe, Sysmex do Brasil, Sysmex Reagents America, Sysmex India, Sysmex Asia Pacific, Jinan Sysmex Medical Electronics, Sysmex Wuxi, Sysmex Partec, Sysmex Inostics, and HYPHEN BioMed

Other business sites in other countries: Sysmex Taiwan and Sysmex Korea

2 Coverage is calculated based on net sales by company

3 Scope 1: GHG emitted directly by company facilities and factories

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

Scope 3: GHG emitted throughout the supply chain in relation to products and services

4 Conversion factors and emission factors are based on the "Act on Promotion of Global Warming Countermeasures"

5 Japan: Emission factors are specific to the electric power company based on the "Act on Promotion of Global Warming Countermeasures"

Other countries: Emission factors are provided by the IEA "CO<sub>2</sub> Emissions from Fuel Combustion"

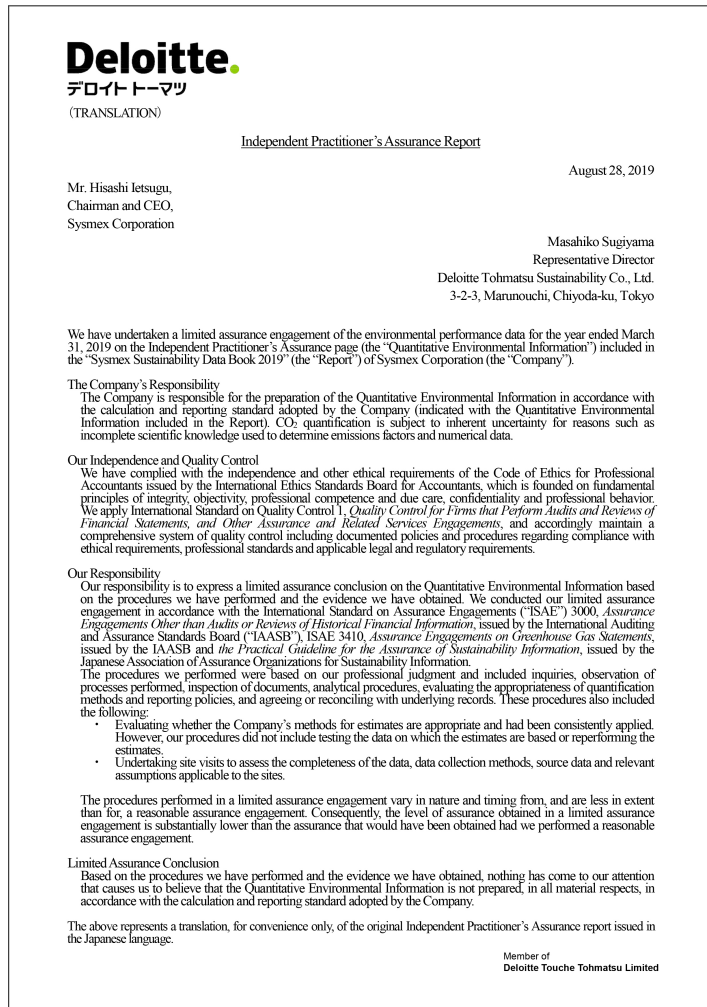
(The Emission factors from IEA are used starting from fiscal year 2018)

6 Emissions intensity is based on the "Common Guidelines for the Method of Calculating CO<sub>2</sub> Emissions in the Logistics Field"

	FY2014	FY2015	FY2016	FY2017	FY2018	Coverage <sup>2</sup>	Calculation method and other notes
	0	0	0	0	0	85%	
	0	0	0	0	0		
	0	0	0	0	0		
	0	0	0	0	0		

# Independent Practitioner's Assurance

In order to improve the reliability of data disclosed, Sysmex Corporation has obtained an Independent Practitioner's Assurance from Deloitte Tohmatsu Sustainability Co., Ltd. for the environmental performance data (table below) reported in the Sysmex Sustainability Data Book 2019 in the Japanese version.



Scope of Assurance:

Environmental performance data	FY2018 results
Greenhouse gas emissions Scope 1 <sup>1</sup> (CO <sub>2</sub> emissions of energy consumption from stationary combustion sources )	2,964 t-CO <sub>2</sub>
Greenhouse gas emissions Scope 2 <sup>1</sup>	19,385 t-CO <sub>2</sub>
Greenhouse gas emissions Scope 3 <sup>1</sup> (CO <sub>2</sub> emissions from logistics)	21,571 t-CO <sub>2</sub>
Water use volume <sup>1</sup>	449 thousand m <sup>3</sup>
Industrial waste emissions in Japan <sup>1 2</sup>	563 t

1 For scopes and calculation methods, refer to page 88–page 91  
 2 Scope: Major business locations, instrument factories, and reagent factories in Japan  
 Emissions based on the "Waste Management and Public Cleansing Law"

## Social Data

### Customers

Category	Fiscal 2016	Fiscal 2017	Fiscal 2018	Related Articles
Inquiries received by the Sysmex Customer Support Center	88,909	89,583	86,906	<a href="#">Details</a>
Customer satisfaction rating in the United States* (On a scale of 1 to 10) * Research by Sysmex America	9.2	9.2	9.2	<a href="#">Details</a>
Customer satisfaction rating in the United States* (On a scale of 1 to 10) * Research by IMV ServiceTrak	9.3	9.29	9.37	<a href="#">Details</a>

### Employees

#### Employees (All figures are results for Sysmex Corporation)

Category	Fiscal 2016	Fiscal 2017	Fiscal 2018	Related Articles	
Newly graduated recruits	Total	68	64	76	<a href="#">Details</a>
	Of which, men	38	32	44	
	Of which, women	30	32	32	
	Of which, non-Japanese	15	5	8	
Mid-career hires	Total	73	30	42	<a href="#">Details</a>
	Of which, men	56	23	36	
	Of which, women	17	7	6	
	Of which, non-Japanese	4	2	0	
Turnover* * Regular employees only, excluding people who have reached the mandatory retirement age	Turnover (employees)	74	101	87	-
	Turnover (%)	3.22	4.34	3.78	
Employment of people with disabilities* * Due to the establishment of Sysmex Harmony, figures indicated from fiscal 2017 onward are the employment rate including affiliated companies in Japan	Number of people	54	51 (Group companies in Japan 69)	50 (Group companies in Japan 76)	<a href="#">Details</a>
	Percentage	1.94	1.84 (Group companies in Japan 2.04)	1.81 (Group companies in Japan 2.21)	
Reemployment of workers after the mandatory retirement	Applicants	22	38	18	<a href="#">Details</a>
	People reemployed	22	38	18	
	Percentage reemployment	100	100	100	

Reemployment of personnel leaving for reasons of childcare or nursing care	New registrants	5	3	2	Details
	People reemployed	0	0	1	
	Percentage reemployment	0	0	50	
Promotion to regular employees	Contract employees	7	16	21	Details
	Temporary employees	4	10	9	
	Total	11	26	30	
Industrial accidents	Work-related deaths	0	0	0	Details
	Work-related injuries	3	2	5	
	Frequency of work-related injuries	0.53	0.35	0.89	
	Severity of work-related injuries	0.09	0.05	0.06	
	Total work days lost	494	308	325	
	Total actual number of working hours	5,641,249	5,635,447	5,612,498	
Paid leave	Days granted	51,667	49,177	52,116	Details
	Days taken	31,305	32,063	35,232	
	Percentage of days taken	60.6	65.2	67.6	
People taking pre-and post-maternity leave		48	39	41	Details
People taking childcare leave	Women	56	32	40	
	Men	3	1	3	
People taking shorter work hours for childcare	Women	47	58	56	
	Men	0	1	2	
People taking nursing care leave	Women	2	5	1	
	Men	0	0	1	
Percentage of people returning after childcare leave	Women (%)	98	97	99	
	Men (%)	100	100	100	
People taking accumulated paid leave		78	104	130	
People on work-at-home arrangement		-	100	112	
People on flex-time arrangement		1,949	2,086	2,008	
Children in in-house daycare center	Total during year	32	34	32	
	At fiscal year-end	26	30	26	
Training results	Training expenditure per employee (yen)	108,000	103,000	109,000	Details
	Training time per employee (hours)	19.4	15.4	16.6	
	Number of training programs	23	14	20	
Number of interns accepted	Total	135	128	125	Details
	Of which, non-Japanese	1	9	6	

Note: Some figures have been revised from previous reporting, owing to changes in definition.

	Fiscal 2016	Fiscal 2017	Fiscal 2018
Employees (people) <sup>1</sup>	2,083 (497)	2,046 (504)	2,049 (501)
Average age (years old)	40.5	40.7	41.1
Average years of employment (years)	11.6	12.0	12.3
Average annual salary (thousands of yen) <sup>2</sup>	7,853	7,826	7,822

1 The number of employees excludes workers dispatched from Sysmex Corporation, but includes workers dispatched to Sysmex Corporation. For the number of temporary employees, the average for the year is indicated in parentheses.

2 The average annual salary amount includes wages outside basic wages, as well as bonuses.

## Employees (All figures are results for Sysmex)

Category		Fiscal 2016	Fiscal 2017	Fiscal 2018	Related Articles
Female managers (%) (Director level or above)	Sysmex Corporation (%)	8.8	8.6	8.1	<a href="#">Details</a>
	Overall Group (%)	16.2	15.2	15.2	

Category			Fiscal 2017		Fiscal 2018	
Percentage of men and women in the Group	Japan	Men (%)	59.1	Regular employees, employees on loan, and contract employees (except executives and temporary employees)	58.4	Regular employees, employees on loan, and contract employees (except executives and temporary employees)
		Women (%)	40.9		41.6	
	Americas	Men (%)	63.7		61.1	
		Women (%)	36.3		38.9	
	EMEA*	Men (%)	55.7		55.2	
		Women (%)	44.3		44.8	
	China	Men (%)	65.7		66.0	
		Women (%)	34.3		34.0	
	Asia Pacific	Men (%)	61.4		61.9	
		Women (%)	38.6		38.1	

Category			Fiscal 2017		Fiscal 2018	
Number of the Group employees	Japan	Men	2,077	Regular employees, employees on loan, and contract employees (except executives and temporary employees)	2,071	Regular employees, employees on loan, and contract employees (except executives and temporary employees)
		Women	1,440		1,475	
	Americas	Men	740		731	
		Women	422		465	
	EMEA*	Men	1,318		1,355	
		Women	1,049		1,099	
	China	Men	412		452	
		Women	215		233	
	Asia Pacific	Men	474		516	
		Women	298		318	
	Total		<b>8,445</b>		<b>8,715</b>	

\* Europe, the Middle East and Africa

## Corporate Citizenship Activities

Category	Fiscal 2017	Fiscal 2018
Expenditures for corporate citizenship activities (Sysmex Corporation, yen)	Approximately 510,000,000	Approximately 530,000,000

## Governance Data

▶ [Click here for information on corporate governance.](#)

### Information on Funding Provided to Medical Institutions\*

#### Japan

(Amount: 1,000JPY)

Category	Details	Fiscal 2015	Fiscal 2016	Fiscal 2017
Research and development	Expenses for trials, reports, and surveillance studies conducted under public regulations (clinical trials for new devices, post-marketing clinical studies, nonconformity and infection case reports, post-marketing surveillance studies, etc.) in addition to those for independent investigations.	233,911	132,347	297,106
Academic research support	Expenses for scholarships, general and academic conference donations, as well as academic conference co-sponsoring expenses	120,520	1,950,674	312,138
Manuscript writing fees, etc.	Expenses for lectures, manuscript writing, and the consignment of services, including consulting, to provide information regarding the appropriate use of medical devices and clinical reagents.	43,264	39,246	42,990
Expenses related to information provision	Expenses for lectures, workshops, and seminars to provide healthcare professionals with relevant information regarding appropriate and safe use of medical devices and clinical reagents.	162,655	157,657	233,292
Other expenses	Expenses for receptions and social courtesy	37,144	21,374	35,902
Total amount		597,494	2,301,298	921,428

#### US

Category		Fiscal 2016	Fiscal 2017	Fiscal 2018
Relevant payments or transfer of value	Number	242	477	667
	Amount	US \$137,658	US \$99,210	US \$152,027
Research	Number	21	26	9
	Amount	US \$209,370	US \$342,614	US \$228,092



## France

Category		Fiscal 2016	Fiscal 2017	Fiscal 2018
Relevant payments or transfer of value	Number	226	346	351
	Amount	€34,611	€53,700	€27,603
Remuneration	Number	1	9	7
	Amount	€4,000	€51,776	€58,500
Contracts	Number	12	16	19

## Belgium

Category		Fiscal 2016	Fiscal 2017	Fiscal 2018
Relevant payments or transfer of value	Number	-	6	7
	Amount	-	€11,563	€9,261

\* This information might be modified after our disclosure according to review by government authorities or medical institutions.

\* Some figures have been revised from ones disclosed before.

## Targets of Disclosure

### US

Payments or transfers of value to, or research agreements with, the following recipients:

- Registered US physicians
- Teaching hospitals in the US

### France

Payments, remuneration, or transfers of value to, or contracts with, the following recipients:

- Physicians, medical professionals and medical students in France
- Health institutions (educational institutions or medical companies) in France

Contract amounts are not required under the French Sunshine Act.



### Belgium

Relevant payments or transfers of value to the following recipients:

- Healthcare professionals registered in Belgium
- Healthcare organizations in Belgium
- Patient associations in Belgium

► [Click here for information on corporate governance.](#)

# Disclosure System

Non-Financial Information	Financial Information
<p><b>Integrated Report "Sysmex Report" (Annual report)</b>            This report summarizes financial and non-financial information to help stakeholders understand Sysmex's medium- to long-term value creation.</p>	
<p><b>Sustainability</b>            This site discloses details of sustainability initiatives</p>  <p>· Sustainability Data Book <a href="#">PDF</a></p>	<p><b>IR Information</b>            This site discloses details of financial, stock and shareholder information.</p> <p>· Financial statements, etc.</p> 
<p><b>Corporate Governance Report</b></p>	

## Editorial Policy

The *Sustainability Data Book* complements the *System Report*, an integrated report (which provides a concise summary of financial and non-financial information in terms of value creation over the medium to long term), and contains more detailed information pertaining to Sysmex's corporate social responsibility (CSR). Along with the *System Report*, this report—which was first published in fiscal 2019\*—aims to enhance dialogue with stakeholders, enabling them to make an overall judgment about Sysmex's value.

\* Until fiscal 2018, published as *System Sustainability Report*.

### Guidelines Referenced

- The Global Reporting Initiative (GRI)'s Sustainability Reporting Standards
- The Japanese Ministry of the Environment's Environmental Reporting Guidelines (2018 ed.)

### Organizations Covered

System Group (System Corporation and its subsidiaries both in Japan and abroad). In this report, "System" refers to the System Group as a whole. "System Corporation" refers to the Company on a stand-alone basis.

### Period Covered

Primarily fiscal 2018 (from April 1, 2018 to March 31, 2019). Some activities conducted outside this period are also included. The most recent information is provided on our CSR topics on the CSR site.

### Date of Publication

September 2019

### Inquiries about This Report

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### Cautionary Statements

This report contains both forward-looking statements, plans, and facts regarding the past about System. These forward-looking statements and plans are based on judgments and assumptions of System in light of the information currently available to it. Uncertainties inherent in such judgments and assumptions, the future course of our business operations, and future events may cause our actual results, performance, or achievements to be materially different from any future results, performance, or achievements, either expressed or implied, within such forward-looking statements.

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