



# Sysmex EMEA sustainability data book 2025

Fiscal year 2024  
(1 April 2024 to 31 March 2025)

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## Message from the management

The Sysmex Way – our Group’s corporate philosophy – defines Sysmex’s mission: ‘Shaping the advancement of healthcare.’ As part of the Sysmex Group, we strive to contribute to resolving global medical challenges through our core business in laboratory diagnostics, providing solutions for the testing of blood, urine, and other specimens. In doing so, we support the health of people in our EMEA region.

To fulfil this philosophy and our mission, Sysmex defined a long-term corporate strategy in 2023 for the entire Sysmex Group. Within this strategy, sustainability is positioned as the foundation of future growth, guiding efforts to reduce environmental impact, foster innovation, and create lasting value for stakeholders. The EMEA region plays a key role as a driver of innovation and ambition in this area, often setting the pace for the entire Group through its advanced regulatory frameworks, stakeholder expectations, and proactive local initiatives.

We aim to leverage this special position and continue to grow as a sustainable company that creates both social and economic value. We will continue to pursue challenges in new fields to enhance the ‘healthcare journey’ based on our corporate message, ‘Together for a better healthcare journey.’ We strive to deliver new value through our unique technologies and solutions, as well as through creative collaborations with various partners.



**Alain Baverel**  
President & CEO  
Sysmex Europe SE and EMEA Region



## Company profile

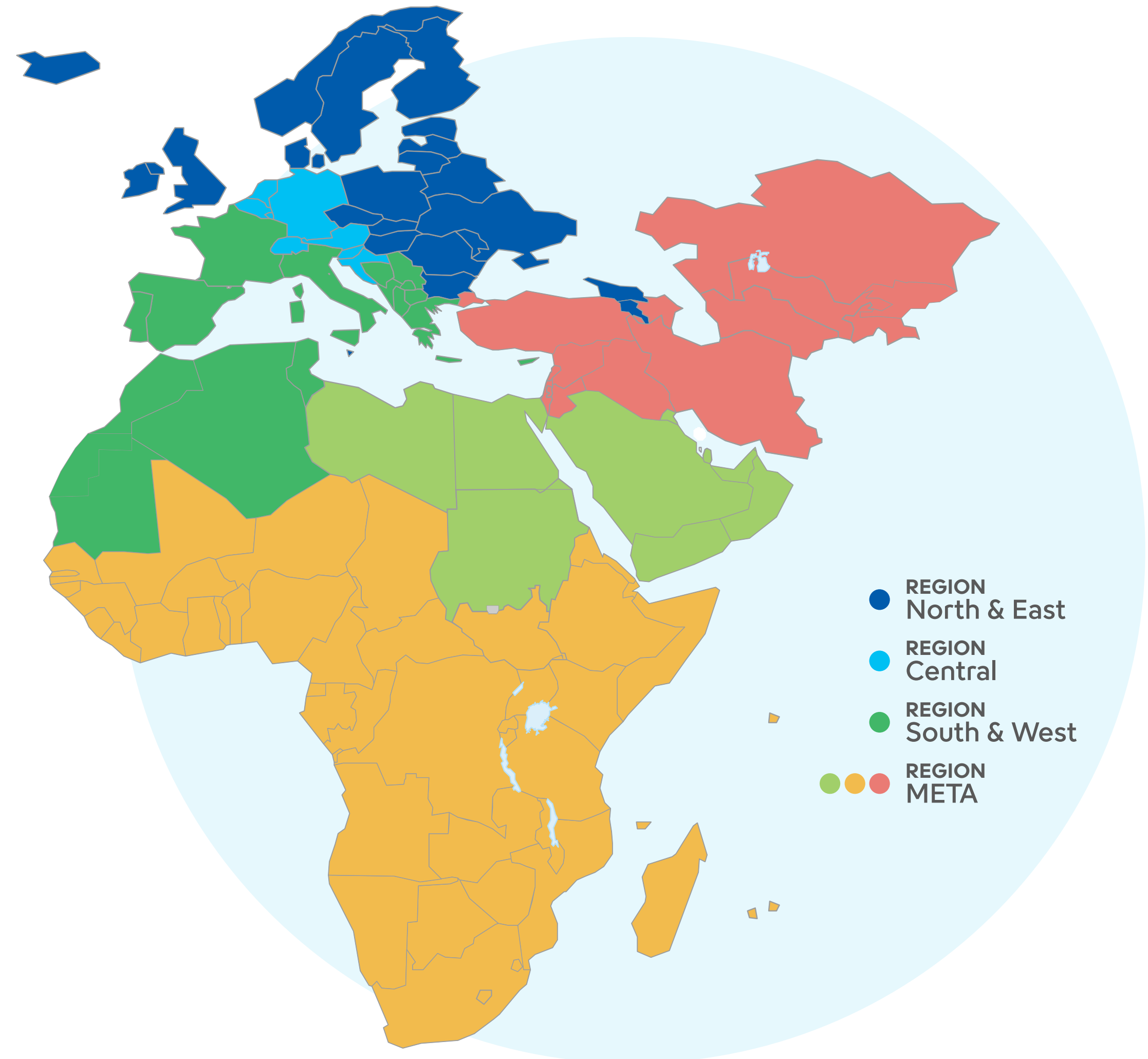
Sysmex is committed to working closely with local healthcare professionals, patients, and all stakeholders in the EMEA region to deliver the best possible outcomes. This collaboration, combined with our multi-functional solutions, reagents, and customer care, leads to our goal of covering the entire patient pathway together.

While our analysers are mostly produced by our mother company, Sysmex Corporation, Sysmex Europe, as the headquarters of the EMEA region, manages marketing and logistics and operates sales, technical services, local regulatory affairs, and quality control throughout the entire EMEA region. In addition, a reagent factory in Germany – central within the EMEA region – produces the necessary reagents for the analysers.

Sysmex Europe works closely with its affiliates in the countries and, with the help of more than 90 distributors, remains close to customers. The services offered by Sysmex Europe not only combine sales and distribution within the EMEA region but also include training and support from our technical services.

Unless stated otherwise, this report refers to the joint efforts of Sysmex in the EMEA region\*. Guidelines, policies, and other activities originating from the Sysmex Group or Sysmex Corporation as the global headquarters are indicated accordingly. In certain cases, reference is made to Sysmex Europe SE in its role as the regional headquarters for the EMEA region. The full report for the Sysmex Group is available on the website of Sysmex Corporation\*\*.

The fiscal year, based on the Japanese parent company, starts in April. Based on fiscal year 2024, this report covers the period from 1 April 2024 until 31 March 2025. Some activities and achievements outside this period, as well as the latest certifications, are also included.



# Sustainability management

## Materiality analysis

With the growing importance of sustainability, companies are expected to address a wide range of environmental and social issues. However, not all topics are equally relevant for every organisation. A materiality analysis helps businesses identify which sustainability issues are most significant to their operations, stakeholders, and long-term value. With the European Corporate Sustainability Reporting Directive (CSRD), companies are required to base their sustainability reporting on these material topics, ensuring that their disclosures focus on what truly matters for both the company and its stakeholders.

While Sysmex Europe SE is not yet required to report under the CSRD, it has chosen to publish its non-financial information voluntarily for the whole EMEA region, recognising the importance of transparency on this topic. The reported topics are chosen based on a double materiality analysis conducted for the EMEA region, but the reporting approach is more flexible and not strictly aligned with the CSRD requirements.

Environment – driving climate action	Social – attractive workplace and healthier society	Governance – responsible leadership
Carbon emissions and energy mix	Attractive workplace for employees	Human rights
Responsible production, substances of concern and water use	Promoting diversity, equality and inclusion	Compliance
Packaging, circularity and waste	Towards a healthier society	Information security

## EcoVadis – recognition of our sustainability management

We are proud to announce that in June 2025 Sysmex Europe, as the headquarters of the EMEA region, was awarded a gold medal by EcoVadis, a globally recognised platform for assessing corporate sustainability performance. This distinction places us among the top 5% of companies evaluated worldwide, affirming our strong commitment to environmental, social, and ethical responsibility.

The EcoVadis assessment evaluates companies across four key themes: environment, labour & human rights, ethics, and sustainable procurement. Our gold medal reflects significant progress and dedication across these areas, especially our efforts to reduce environmental impact, support fair labour practices, uphold business integrity, and engage responsibly with our supply chain.

We are committed to continuous improvement and view this achievement as a stepping stone on our journey towards greater sustainability and long-term value creation for our stakeholders.



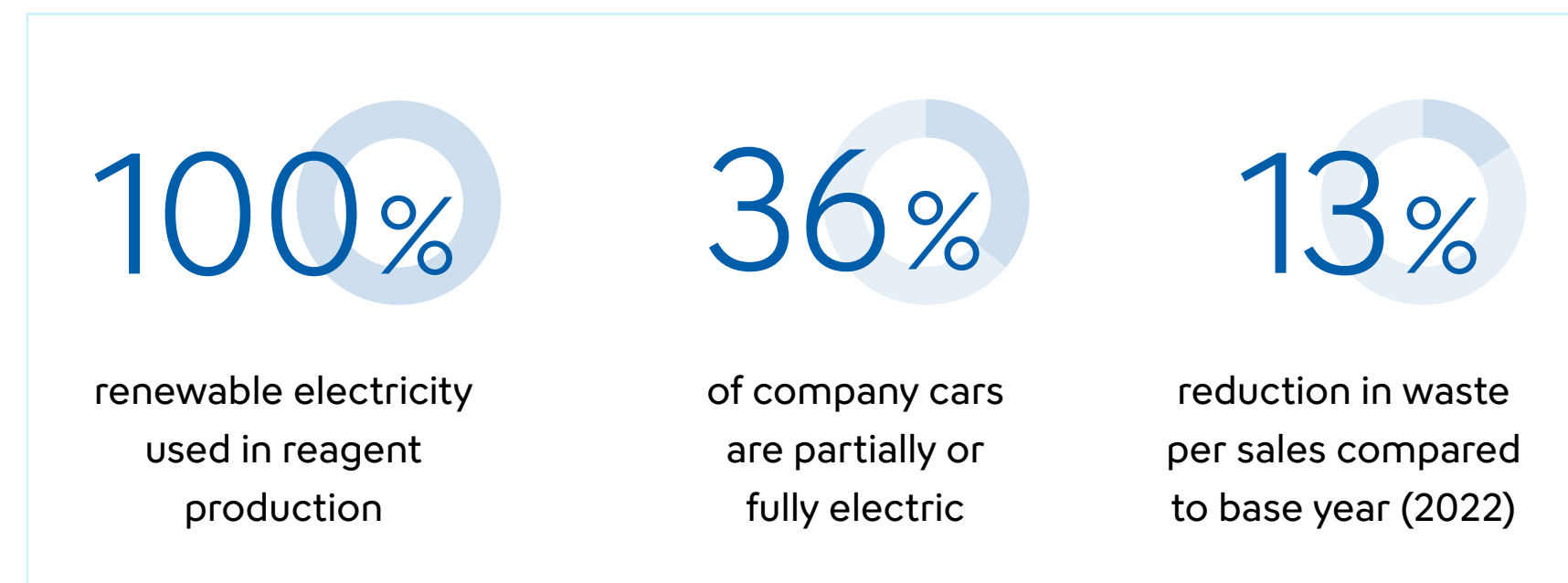
# Environment – driving climate action

At Sysmex, we recognise our responsibility to minimise the environmental impact of our operations and products. In the EMEA region, we focus on reducing emissions, conserving resources, and promoting circular-economy practices to support a more sustainable future. Our efforts are guided by global environmental policies and reflected in concrete initiatives across our sites.

➔ [Global environmental policy](#)

## At a glance

Sysmex EMEA in numbers:



## Sysmex Eco-Vision 2033 – our long-term environmental vision

In May 2023, Sysmex Corporation formulated the new ‘Sysmex Eco-Vision 2033’, a long-term environmental vision and targets to achieve by 2033. The Sysmex Group will work globally together to contribute to the realisation of a sustainable society.

The Sysmex Group aims for innovative solutions that will advance the realisation of a circular society by taking on the challenge of green innovation, together with its stakeholders. As part of Sysmex Eco-Vision 2033, the group set targets for reducing its own greenhouse-gas (GHG) emissions to become carbon-neutral by 2040 (Scope 1 and 2).

Sysmex Europe and its affiliates in EMEA fully support the environmental goals set under Eco-Vision 2033, which will shape our future endeavours in environmental sustainability in line with the Sysmex Group strategy.

➔ [Environmental Management | Sustainability | Sysmex](#)

## Carbon emissions and energy mix

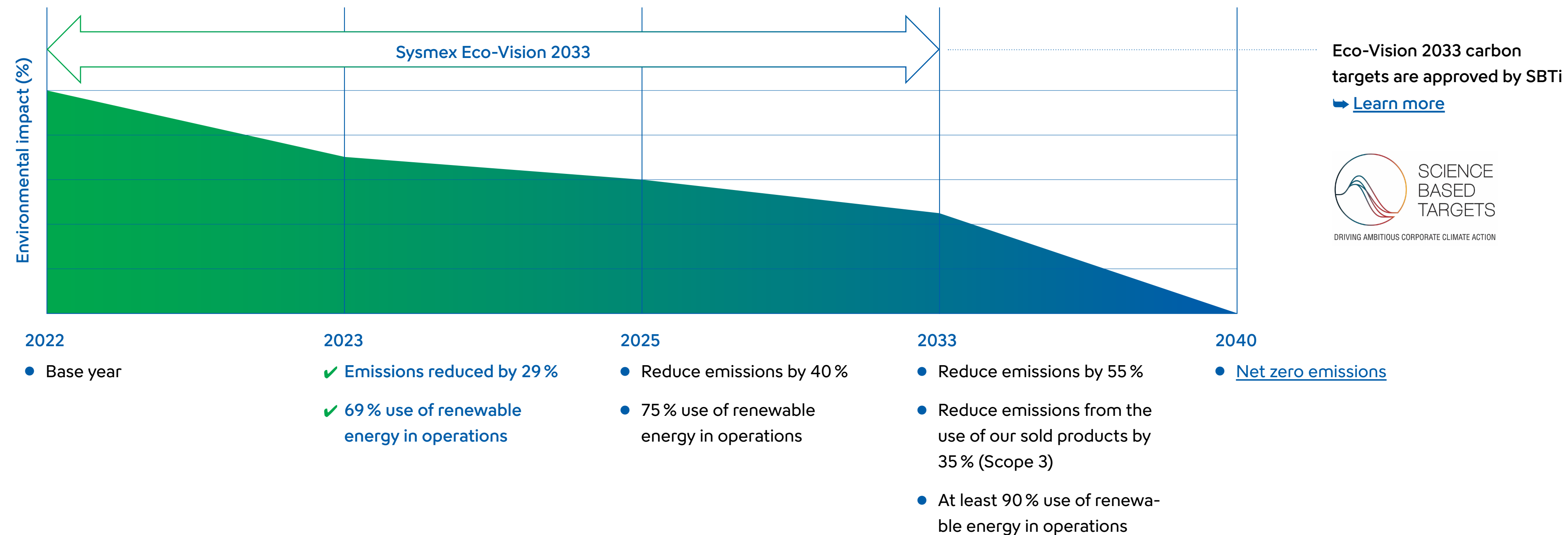
Both Sysmex Eco-Vision 2033 and the Sysmex EMEA internal double materiality identify greenhouse-gas emissions as one of the organisation’s key topics. As a globally active group with complex supply chains, climate mitigation and climate adaptation are becoming increasingly relevant topics for us.

As part of Eco-Vision 2033, the Sysmex Group has set ambitious greenhouse-gas (GHG) reduction targets for its direct operations. The company aims to reduce Scope 1 and

Scope 2 emissions by 55 % by fiscal year 2033, compared to the base year (FY2022) across the whole Group. These emissions include those generated from direct company activities (Scope 1) and from the purchase of electricity and energy (Scope 2).

In line with its commitment to decarbonisation and climate responsibility, the Sysmex Group also plans to achieve carbon neutrality across its business operations by 2040. This goal underscores the company’s long-term dedication to mitigating climate change and transitioning to a low-carbon business model.

### Sysmex Group’s achievements towards carbon neutrality in %



## Accreditation of near-term target from SBTi

Sysmex Group’s greenhouse-gas reduction targets defined under Sysmex Eco-Vision 2033 have been approved by the Science Based Targets initiative (SBTi) – a globally recognised organisation that supports corporate climate action by validating targets aligned with climate science. The SBTi ensures that companies’ emissions-reduction goals are in line with pathways to limit global warming to 1.5°C or well below 2°C, and our targets were found to be in line with a 1.5°C scenario.

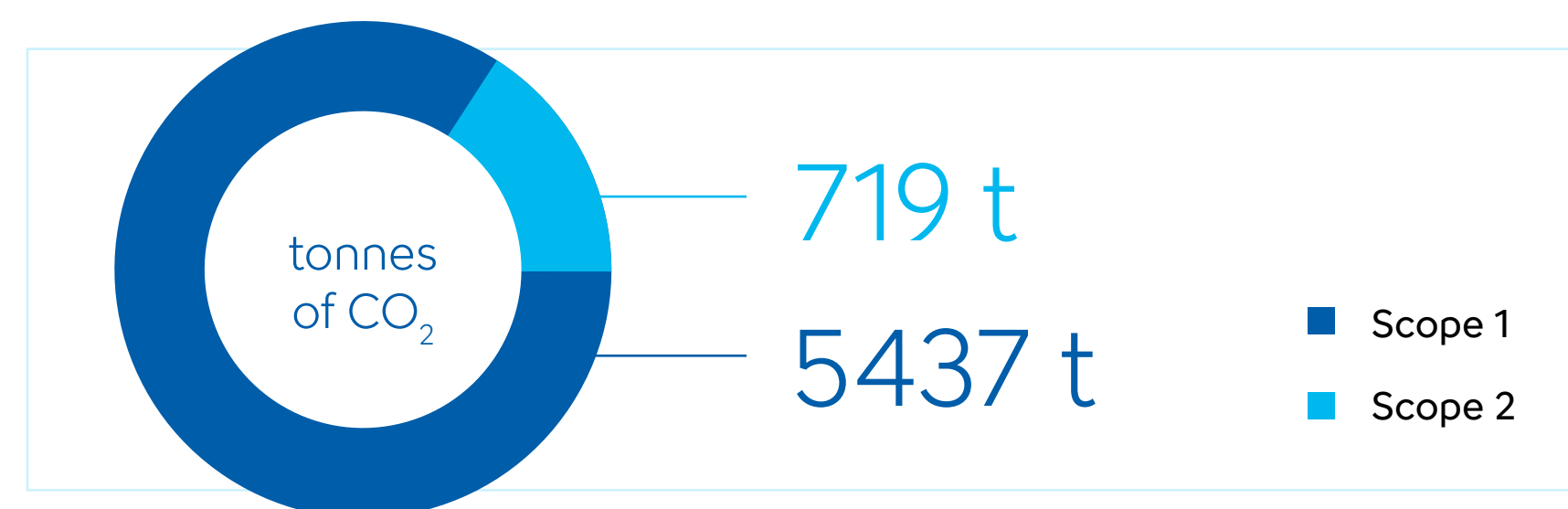
In addition to its operational targets, the Sysmex Group established science-based goals for Scope 3 emissions, which cover indirect emissions across its value chain. One key target is to reduce GHG emissions from the use of sold products by 35%, a level recognised as aligned with a well-below 2°C trajectory.

To amplify its climate impact beyond its own operations, the Sysmex Group has also introduced a supplier engagement goal, aiming for 60% of business partners in purchased goods and services, capital goods, and upstream and downstream transportation and distribution under Scope 3 to have science-based GHG reduction targets within four years.

➔ [Sustainability Topics](#)

## Results and activities in the EMEA region

Scope 1+2 emissions Sysmex EMEA in fiscal year 2024 in tonnes of CO<sub>2</sub>



## Scope 1

Scope 1 emissions are direct greenhouse gas emissions from sources that are owned or controlled by an organisation, such as fuel combustion in company vehicles or on-site manufacturing processes. They represent the largest impact for Sysmex in the EMEA region: 5,437 t CO<sub>2</sub>, equivalent to around 80% of all emissions (excluding Scope 3) in fiscal year 2024, can be attributed to direct sources. Our Scope 1 emissions were primarily driven by fuel consumption from our fleet of company vehicles, particularly within our sales and technical departments.

To mitigate the environmental impact of our fleet in the future, Sysmex is actively transitioning towards lower-emission transport solutions. This includes a strategic shift towards electric vehicles (EVs) and the optimisation of travel routes through increased use of remote support technologies. While our overall emissions may increase in the short term due to continued business growth and the establishment of new affiliates, we remain fully committed to our climate goals and are confident that, through the above-mentioned measures and ongoing improvements, we can achieve the reductions we have set.

Sysmex Europe, our headquarters in Germany, has decided to procure only electric vehicles from fiscal year 2024 onwards, reinforcing our group-wide decarbonisation goals. Notably, our UK affiliate has already converted its entire fleet to hybrid vehicles, supplemented by several fully electric models. Our Scandinavian affiliate, Sysmex Nordic, is on track to operate a fully electric fleet by fiscal year 2027, having increased EV adoption from 10% in fiscal year 2023 to approximately 40% in fiscal year 2024. Meanwhile, our Belgian and Dutch affiliates are also making significant progress, with EVs comprising 53% and 32% of their fleets respectively in fiscal year 2024.

## Scope 2

Scope 2 emissions are indirect greenhouse gas emissions from the generation of purchased electricity, steam, heating, and cooling consumed by an organisation. While they represent a smaller fraction of Sysmex’s overall carbon emissions, they still play a critical part in our decarbonisation journey. As part of our Group-wide commitment, Sysmex Group aims to source at least 90% renewable electricity across all Group operations by 2033.

Our reagent production facility in the EMEA region, located in Germany, is already fully powered by renewable electricity. Solar panels and a solar ice storage system are installed on the company premises, enabling the use of self-produced renewable electricity while increasing energy efficiency. In Europe in particular, many affiliates already obtain 100 % of their electricity from renewable sources. In addition, several of our affiliates have also begun generating and using electricity from their own solar panel systems, for example in the UK, the Netherlands, Belgium, and the Nordic region. From fiscal year 2024 onwards, our German subsidiary Hitado and one site of our French affiliate switched to renewable electricity as well. This development demonstrates continuous and steady progress in transitioning our EMEA sales units to renewable electricity.

While we are proud of the momentum achieved across Europe, the transition in parts of the Middle East and Africa (MEA) remains more gradual due to regional infrastructure limitations. To help achieve our Eco-Vision 2033 goals, we continuously explore further possibilities to increase the use of renewable electricity.

#### Further activities to reduce carbon emissions

In addition to Scope 1 and Scope 2 achievements, Sysmex in EMEA follows a consistent approach to increase sustainable behaviour and business practices.

#### Training

Providing high-quality training to our customers and employees is essential to ensuring the safe, effective, and confident use of Sysmex products in daily healthcare settings as well as for our daily business and activities within the company. These training courses are increasingly conducted online, reducing travel emissions associated with physical attendance. In fiscal year 2024, around 70 % of all enrolments were for digital training (excluding webinars). Eighteen per cent of enrolments were for purely in-person activities (classroom or on-site), and 8 % of all enrolments were for blended learning paths. The aim is to increase the share of digital training in the EMEA region by 10 % in fiscal year 2025. There is also an initiative to increase the implementation of blended learning by replacing face-to-face training with digital training whenever it is appropriate and efficient to do so.

#### Logistics

Sysmex is committed to making its logistics more sustainable by continuously optimising delivery routes, reducing shipment frequency, and improving transport efficiency.

The Sysmex Group has changed its transport modes and is increasingly relying on sea freight and rail transport instead of air freight to significantly reduce the environmental impact of logistics. At the same time, container utilisation has been optimised, which increases transport efficiency. As a result, Sysmex in EMEA has been able to decrease greenhouse gas emissions associated with importing instruments from our parent company in Japan.

Reagents, which account for the majority of our transported goods due to their frequent need for replacement, represent a key focus area in our emissions reduction strategy. The centralisation of reagent production in the EMEA region has significantly reduced transport distances and delivery times. This localised approach plays a critical role in reducing carbon emissions linked to the regular distribution of these essential materials.



The centrally located reagent production facility in Germany helps shorten transport routes and increase efficiency in our reagent logistics operations.

In addition, we actively promote the recycling of transport and packaging materials that arise during the procurement of components and the delivery of products. Efforts to reduce packaging\* weight and volume also contribute to lower emissions. Collectively, these initiatives are helping to reduce CO<sub>2</sub> emissions from both domestic and inter-regional transport.

Across our regions, various local initiatives contribute to this goal. For example, in the Nordic area and Spain, we collaborate with ISO 14001-certified warehouses. In the Nordic area and Saudi Arabia, we prioritise the use of electric trucks and other low-emission transport solutions. Our German affiliate Hitado relies on green parcel service providers such as GLS and DHL Express.

#### Marketing

Sysmex Europe is implementing several activities to reduce greenhouse gas emissions from its marketing business activities as well. For events and fairs, the department has switched to reusable booth stand elements that will be used over several years and in several countries. Additionally, the booth builder is certified for Zero Waste\*\*. Sysmex Europe does not sponsor brochures for congress bags and has drastically reduced the amount of printed sales promotion materials and giveaways. Instead, digital content on tablets as well as forwarding QR codes to our websites are being used.

Furthermore, the Sysmex Europe Marketing department is exploring digital solutions to showcase our analysers at fairs. With digital and touch appliances, logistic costs and emissions for shipping instruments to fairs will be reduced.

Emissions from the printing of marketing materials that cannot yet be avoided are offset by financially supporting internationally recognised climate protection projects. In addition, printed materials have Forest Stewardship Council (FSC®) certification.

#### Promoting green procurement

Sysmex aims to reduce the environmental impact caused by the procurement of raw materials. Therefore, Sysmex Corporation has introduced Green Procurement Standards that define the company's fundamental approach to environmental aspects in procurement activities. The Green Procurement Standards include the promotion of procurement of raw materials and parts that have a low environmental impact. The standards also emphasise expanding business with suppliers who are committed to

protecting the environment and thus contribute to the procurement standards of the Sysmex Group.

## Responsible production

In line with our sustainability goals, we pursue a sustainable production process by focusing on the efficient use of resources at our reagent production facility in Germany, reducing CO<sub>2</sub> emissions from logistics activities, and driving continuous improvements through innovation.

### Our reagent production facility in Germany

Sysmex's reagent production facility in Neumünster, Germany, is a cornerstone of our operations in the EMEA region, ensuring that customers are supplied locally with high-quality reagents. The facility is certified under ISO 13485, demonstrating compliance with strict quality standards for medical devices, as well as ISO 14001, underlining our commitment to environmentally responsible management practices. Beyond maintaining these certifications, we continuously improve the site's environmental footprint by making production processes more efficient and sustainable. In this way, the facility not only supports reliable healthcare delivery but also contributes to Sysmex's broader sustainability goals.



The reagent production facility uses electricity generated by its own solar panels on the facility roof.

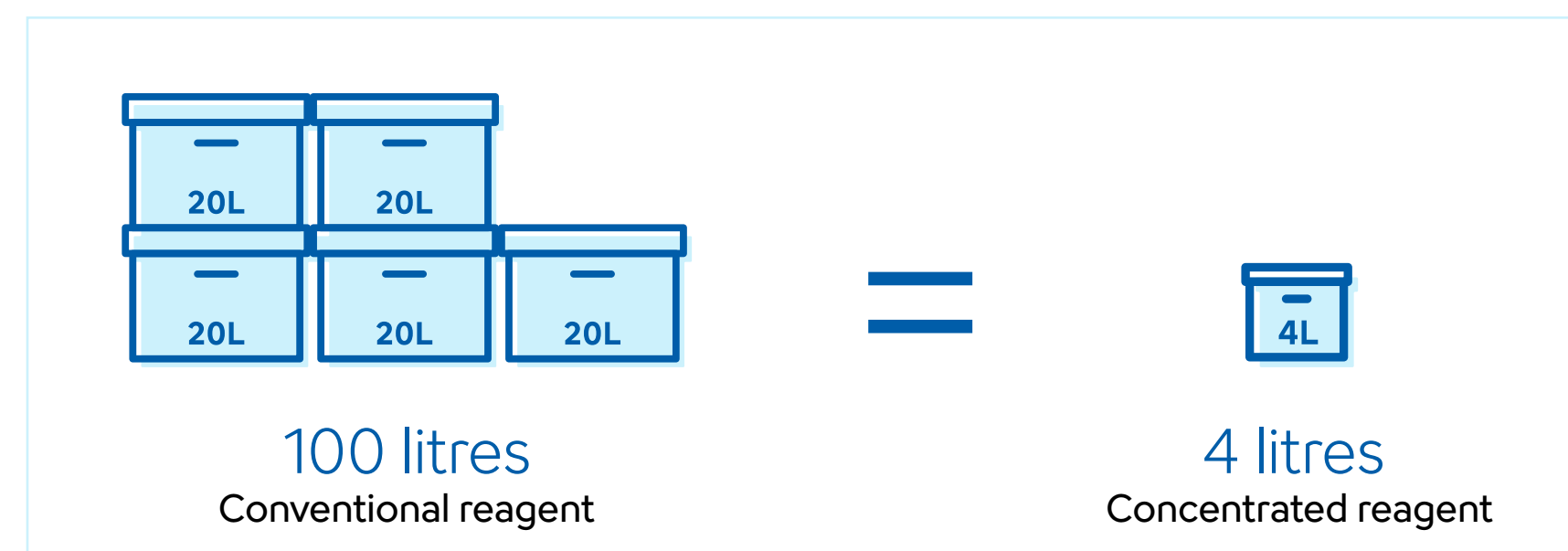
### Reagent production with renewable energy

Since 2015, our production site in Neumünster, Germany, has used an innovative solar ice storage system that provides cooling in summer and heating in winter, significantly reducing the need for external energy sources.

Complementing this system, rooftop solar panels currently generate approximately 20 % of the energy required for reagent production. To further enhance on-site energy generation, parts of the existing panels are scheduled to be replaced in fiscal year 2025 with newer, more efficient technology. This upgrade will contribute to an even greater share of renewable electricity in our production process and further reduce our environmental footprint.

### Concentrated reagents

For various analysis devices in the haematology field, Sysmex uses and distributes concentrated reagents. Being 25 times more concentrated than traditional reagents, this type of reagent contributes significantly to reducing the frequency of reagent replacement in laboratories and saving warehouse space. Additionally, concentrated reagents enable us to mitigate our environmental impact by not only drastically decreasing the amount of disposed containers and packaging materials but also reducing CO<sub>2</sub> emissions due to fewer and more efficient transportation volumes.



### Water use

High-quality water is essential in the medical diagnostics industry, where even the smallest impurities can interfere with sensitive chemical reactions and affect the reliability of products. At Sysmex, we use purified, deionised water to ensure the performance and consistency of our reagents and analysers. Ensuring this level of purity is critical not only to product quality but also to patient safety and trust in our solutions.

To meet these high standards, we use a multi-step water purification process at our production facility in Neumünster. This process combines proven technologies such as reverse osmosis, ion exchange, and electrodeionisation (EDI). These systems work together to remove dissolved salts, minerals, and other impurities that could compromise product integrity. EDI enables further purification without the need for chemical additives, helping to reduce environmental impact while maintaining consistently high water quality.

In addition to ensuring purity, we strive for efficient water use. For example, the concentrate water from the purification process – water that still contains impurities – is treated again using an additional purification step. This allows us to recover more clean water for internal reuse and reduce overall wastewater volumes. By integrating robust water treatment systems with certified management practices, we ensure that our water use supports both technical performance and our broader commitment to sustainable and responsible manufacturing.

While high-purity water is a necessity in our industry, we continue to look for opportunities to reduce resource consumption and environmental impact wherever possible.

## Handling of dangerous substances

Sysmex ensures strict compliance with EU and national regulations, such as the In Vitro Diagnostic Medical Devices Regulation and the RoHS Directive, to safeguard the safety and quality of our products. We carefully manage the chemical substances contained in parts, devices, and materials by distinguishing between prohibited and controlled substances in line with regulatory requirements. During product development, we conduct risk assessments and quality checks, while audits of suppliers and external manufacturers help ensure safe and compliant practices. At our production sites, regular quality audits and monitoring strengthen this system, and in the event of any issues, established procedures enable us to respond quickly and effectively.

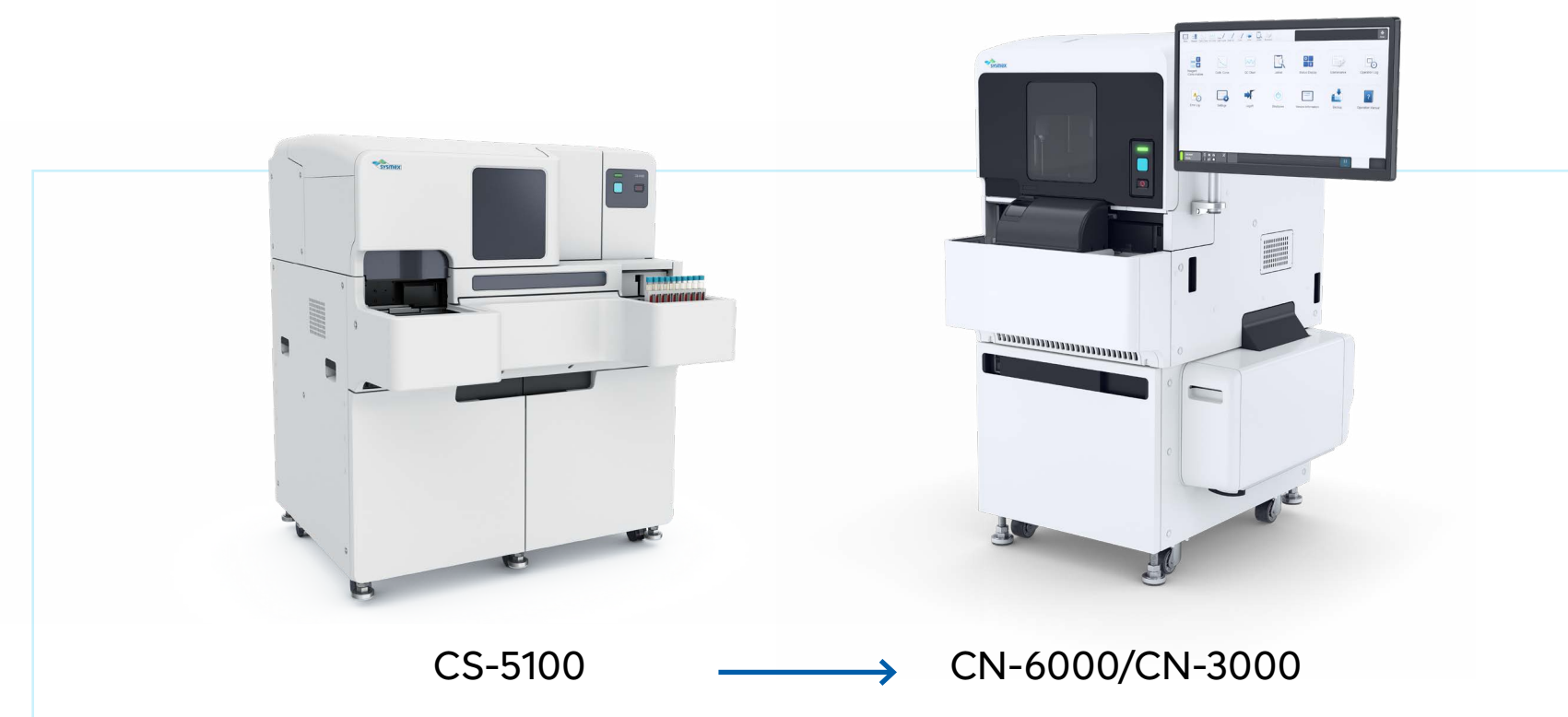
## Improvement through innovation

Sysmex's product life-cycle management guidelines integrate environmental considerations into every stage of the product life cycle. In line with these principles, the Sysmex Group designs products that support energy and resource efficiency for customers – for example, by developing energy-saving analysers. Another key focus is minimising the size and weight of instruments, which helps lower carbon emissions during manufacturing and transportation, while also allowing customers to optimise their use of laboratory space.



Downsizing	-24 cm in height
	-28 cm in depth
Footprint	30% reduction
Electricity consumption	30% reduction
Cleaning solution	10% reduction

Our fully automated urine particle analyser, launched in 2022, is 30 % smaller and uses 10 % less of the required cleaning solution per measurement than conventional units. It also consumes 30 % less electricity, realising an eco-friendly design.



Comparison of CS-5100 (left) to CN-6000/CN-3000 (right). The product has become smaller, while still achieving the same processing speed.

## Packaging, circularity and waste

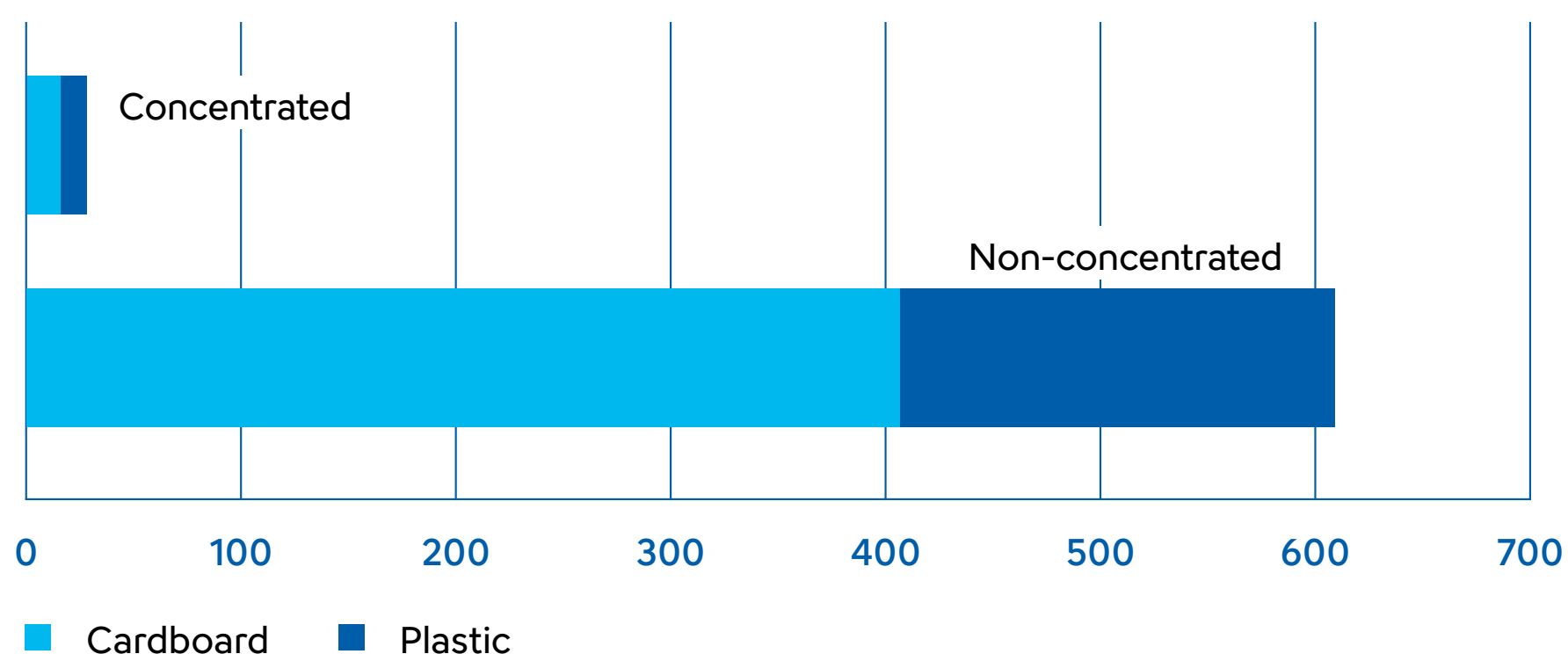
In the medical industry, sustainable approaches to packaging, circularity, and waste are vital for reducing environmental impact while maintaining high standards of safety and quality. Sysmex is committed to reducing waste from packaging and products through various means while continuing to deliver consistently high-quality services.

### Packaging

To mitigate its environmental impact, Sysmex has significantly increased the use of recycled and FSC-certified wood-based packaging materials across its product lines. These more environmentally friendly choices help minimise resource extraction and support responsible forestry practices. Additionally, by transitioning to increased use of concentrated reagents, we have successfully reduced packaging requirements, resulting in savings of approximately 580 tonnes of paper- and plastic-based packaging material in fiscal year 2024 compared to the use of non-concentrated alternatives. Furthermore, we are currently reviewing alternative packaging options for our prod-

ucts with a view to potentially switching to more sustainable materials in the future that still meet legal and quality requirements.

### Comparison of concentrated and non-concentrated reagent packaging, in tonnes



Comparing fiscal year 2024 production and packaging volumes of Sysmex Cellpack DST 10L and Cellpack DST 20L with their non-concentrated versions.

➔ [Learn more about concentrated reagents](#)

While innovations in the production process are our main lever to reduce packaging, several of our EMEA affiliates have adopted local measures to support this goal. In France and Hungary, incoming transport packaging is reused for further shipments, reducing the need for new materials. In the UK, trials with cardboard pallets have been conducted to replace wooden ones, lowering weight and associated emissions while also making disposal easier. Packaging is also reused internally where possible, and materials are taken back after installations. In Spain, our warehouse uses 100 % recycled cardboard boxes. In Saudi Arabia, recycled pallets are used, and packaging waste such as cartons, shrink wrap, plastic, and pallets is sorted for recycling.

## Circularity

At Sysmex, take-back systems play a central role in minimising waste and using resources more efficiently. At our Neumünster site, we use 200-litre plastic drums for raw glycerine, which are returned after use and replaced with refillable containers. Since their introduction in May 2023, we have reduced plastic waste and lowered costs thanks to deposit refunds.

Beyond our internal processes, we enable end customers to return used Sysmex devices at the end of their life cycle. Our experts inspect each device, taking into account its age, residual value, and technical condition. Depending on the result, the device is either completely refurbished, dismantled for spare parts, or forwarded to certified disposal partners to ensure an environmentally friendly recycling solution.

## Waste

Globally, the Sysmex Group achieved a notable 32 % reduction in waste per unit of sales, successfully meeting our target through enhanced recycling and reuse initiatives, particularly at production sites in Japan\*. In the EMEA region, Sysmex recorded a 13 % reduction in waste per unit of sales, progressing well towards the Eco-Vision 2033 target of 15 %.

One contributing factor for the Sysmex Group result in fiscal year 2023 was the significant reduction of product waste, achieved by shortening the supply lead time for reagents delivered to overseas affiliates.

Looking ahead, we will continue to strengthen global supply-demand management and pursue further waste reduction through measures such as extending product expiration dates.

Local initiatives across our regions reflect our efforts to further reduce company waste. In the UK, recycling systems have been expanded to include food waste in offices, and old laptops are auctioned to employees to extend their use, raising additional funds for charitable causes. In France, the use of large mineral water dispensers has replaced individual plastic bottles for employees, helping to reduce single-use plastic waste. In Turkey, all training materials, service reports, and certificates have been fully digitised, significantly cutting down on printed materials. The team also limits the use of printed



\* [https://www.sysmex.co.jp/en/csr/report/sustainability2024\\_all\\_e.pdf](https://www.sysmex.co.jp/en/csr/report/sustainability2024_all_e.pdf)

brochures at events, instead promoting digital alternatives and relying on reusable, modular exhibition stands to minimise event-related waste.

## Corporate Social Responsibility (CSR) activities – environment

As part of the Sysmex Group-wide ‘Sysmex gives back’ campaign, Sysmex volunteers participate in many different activities promoting sustainability and supporting reforestation, waste recycling and reduction, and various other sustainable initiatives.

Activity	Affiliate
Tree planting and reforestation	Sysmex Europe, Sysmex Germany, Hitado
Garbage collection, clean-up activities, recycling activities	Sysmex Europe, Sysmex France, Sysmex Germany, Hitado, Sysmex Italy, Sysmex Switzerland
Environmental awareness campaigns, environmental training	Sysmex Europe, Sysmex France, Sysmex Netherlands & Sysmex Belgium, Sysmex Nordic, Sysmex Switzerland, Sysmex UK
Wildflower meadow	Sysmex Europe, Hitado
Environmental work group / Green Club	Sysmex Europe, Sysmex Germany, Sysmex Netherlands & Sysmex Belgium
Urban gardening	Sysmex Europe, Neumünster reagent factory
Sapling donation	Sysmex Turkey

# Social – attractive workplace and healthier society

At Sysmex, we are committed to creating a positive impact both within our organisation and in the communities we serve. Internally, we focus on fostering a safe, inclusive, and diverse workplace for our employees, while contributing to society through responsible business practices, community engagement, and initiatives that advance health and well-being. Our approach is guided by global social policies.

➔ [Global HR policy](#)

➔ [Sysmex Declaration of a Healthy Company](#)

➔ [Policy on Corporate Citizenship Activities and Philanthropy](#)

## Attractive workplace

Sysmex EMEA Sustainability Engagement Score 2024



## Collaboration and Leadership Principles / Sysmex culture

As a company active throughout the EMEA region, with affiliates in over 20 countries, diversity and collaboration are not just values – we experience them every day. Our international presence means we work across cultures, languages, and perspectives, making inclusion and teamwork essential to our success.

To strengthen this foundation, we have developed eight Collaboration and Leadership Principles (CLPs) that guide how we work together in the EMEA region. These principles were created in close collaboration with employees from all our affiliates, ensuring they reflect the diverse realities, insights, and experiences across our organisation. They foster mutual respect, shared accountability, and effective communication, enabling our teams – no matter where they are – to operate with unity, purpose, and integrity.



### Living the Sysmex culture in our affiliates

The CLPs are alive in our affiliates as well. To bring these values to life in daily work, some affiliates hold annual kick-off meetings that bring all employees together. These events provide an opportunity to communicate strategic priorities, recognise accomplishments, and foster a strong sense of teamwork through interactive and collaborative activities.

Regular one-to-one meetings are an integral part of our Sysmex culture, helping to foster open communication, understand individual needs, offer support, and identify opportunities for personal and professional development.

### Promoting diversity, equality and inclusion

With our Collaboration and Leadership Principles, we emphasise harmonious working together – regardless of the background of those involved. This also means that diversity, equity, and inclusion (DEI) should be intentionally incorporated and actively upheld to ensure effective and collaborative teamwork. Sysmex Europe and its affiliates provide a wide range of DEI-related training for all employees, fostering awareness and offering guidance to help create a respectful and supportive workplace for everyone. Inclusion, diversity, and equality are monitored, supported, and implemented by our inclusion officer at Sysmex Europe.

Gender equality is a key focus at Sysmex. Many affiliates regularly monitor the gender pay gap (with the support of tools like Mercer benchmarks) and provide training on recruitment practices with a gender-sensitive approach. Supporting women's rights and preventing workplace or sexual harassment are central to our efforts. Pregnant employees receive additional support, such as adjusted work duties when needed. Promoting women's careers and increasing female representation in leadership roles is an essential part of our commitment to living DEI at all levels of the organisation.

Regarding employees with disabilities, Sysmex ensures the provision of necessary support to maintain an inclusive and accessible work environment. For some required services, Sysmex hires suppliers classified as special employment centres, which focus on providing jobs for people with disabilities.

### Career management

On a global level, the Global Exchange programme takes place once a year, where a group of employees is given the opportunity to visit affiliates and workplaces within the entire Sysmex Group for cultural and knowledge exchanges as well as job shadowing.

Within the EMEA affiliates, several activities enhance development, such as internal award systems, graduate trainee programmes, or internship programmes, enabling young or disadvantaged students to develop their skills and competencies while gaining hands-on experience. Tutoring and buddy programmes support the development progress of individuals, especially at the beginning of their careers at Sysmex.

Career development plans are also part of career management throughout Sysmex in EMEA. In addition, Sysmex supports external learning and qualifications.

### Sysmex EMEA Campus

For all employees in the EMEA region, Sysmex has established EMEA Campus, a training space offering various online and offline training programmes. EMEA Campus plans lectures and workshops on various themes, including skills for general business and technical abilities, with the goal of developing future leaders, enhancing skills, and creating internal networks. For managers, 'Ready to Lead,' a customised leadership training programme, was set up to help them master team management skills. Several other programmes are available on subjects such as human resource development, coaching, and reverse mentoring to support the acquisition of skills needed for leadership.

### Occupational health and safety

At Sysmex, we prioritise the well-being of our employees through comprehensive safety and health initiatives. A central element of this is our hazardous substance management programme, a software-based system that is used at our headquarters and enables the safe and compliant handling of hazardous substances. The programme supports risk assessments, ensures the proper documentation of safety data, and helps us create clear operating instructions, thereby strengthening workplace safety.



In addition, employees at different affiliates have access to company doctors and preventive medical check-ups tailored to tasks with higher risks. We also comply with health screenings that are mandatory by law for particularly hazardous activities, where participation is required. To further support preparedness and resilience, several affiliates offer safety-related training such as first aid, emergency response, and fire safety courses.

## Wellbeing of employees

As a healthcare company, Sysmex places great focus on the health of its own employees. Health and wellbeing are key aspects in providing an attractive workplace for all employees.

Many Sysmex affiliates in the EMEA region actively promote employee health and wellbeing by supporting physical activity through on-site sports classes, gym access, or contributions to external sports offerings. In addition, a wide range of health-related benefits is available at several affiliates, including insurance plans, pension contributions, regular health checks, psychological counselling, stress management programmes, massages, and extra vacation days. These initiatives aim to enhance overall wellbeing and help prevent long-term illness.

To support a healthy work-life balance and contribute to an attractive and inclusive workplace, many Sysmex affiliates in the EMEA region offer a variety of activities and benefits beyond the professional environment. Social gatherings, such as company-wide events and celebrations of holidays like Christmas or Ramadan, provide opportunities for employees to connect and enjoy time together, sometimes including their families. Initiatives like kids' days or the 'Boys and Girls Day' allow children to explore Sysmex workplaces, providing insight and sparking interest in future career paths. Flexible working hours, mobile working, and the option to work from home are available across the region, particularly supporting employees with caregiving responsibilities. In addition, several affiliates offer childcare support such as nursery placements, as well as designated spaces for nursing mothers and, in some cases, child-friendly workstations.

Sysmex employees benefit from a range of monetary advantages, such as support for public transport tickets, corporate discounts, and gifts or vouchers on special occasions like birthdays and work anniversaries. Beyond physical and mental health support, Sysmex also encourages the development of knowledge and life skills outside the direct business

context. Several affiliates provide advice on pension planning or financial matters.

At Sysmex, wellbeing is seen as a holistic concept that includes cultural and spiritual needs – many affiliates therefore provide dedicated prayer rooms to support this dimension of daily life.

## Recognition of innovative ideas and listening to the voice of employees

At Sysmex, we value collaboration, teamwork, and innovation – our success is built on the strength of ideas from both the past and present. Employee contributions play a central role in shaping our progress, and we actively support the development and implementation of new ideas. To recognise outstanding efforts, Sysmex Corporation grants the internal Group CEO Award on a global level, while the EMEA region honours regional contributions through its own award.

In addition to these broader recognitions, several affiliates have introduced local award systems to highlight and encourage achievements and ideas within their own teams.

At Sysmex Europe, the 'VUCA Quest' (Value, Utility, Care, Agility) initiative invites employees to submit innovative ideas for everyday work life. One successful example is the suggestion to use exoskeletons in the reagent production facility in Neumünster, Germany – a solution that has since been implemented to ease heavy lifting and improve working conditions for production staff.



The exoskeleton helps our factory employees when handling heavy materials.

## External recognition

Sysmex is proud to present that several affiliates in the EMEA region were or still are certified with the 'Great Place To Work' award: Sysmex Europe, Sysmex Germany, Sysmex Turkey, Sysmex Austria, Sysmex Netherlands, and Sysmex UK.

In addition to receiving the award, Sysmex Netherlands and Sysmex Belgium scored 89% for the sustainable engagement score in the Great Place To Work survey, while Sysmex Turkey also achieved a very good score of 85%. Sysmex UK was additionally placed among the best workplaces for wellbeing, development, women in healthcare, and large organisations.

In the DACH region, Sysmex Europe (4.1/5), Hitado (4.5/5), and Sysmex Germany (4.1/5) scored high results on the anonymous employee company rating platform Kununu.

Additionally, Sysmex Germany holds certificates from World's Best Employers. Sysmex Spain is among the 100 Best Companies to Work for in Spain, rated by 'El Mundo'.

## Healthier society

### Quality management

Sysmex maintains a comprehensive quality management system in the EMEA region, ensuring that our products and services meet the highest standards of safety, effectiveness, and reliability. Under the coordination of our Quality Assurance functions, regular quality meetings and system reviews bring together development, production, marketing, and service teams to monitor performance, address regulatory requirements, and identify opportunities for improvement.

Our reagent production facility in Neumünster, Germany, is ISO 13485 certified, confirming that its management system consistently meets regulatory and customer requirements for medical devices and related services. This certification ensures traceability, risk management, and continuous improvement throughout production processes.

Customer feedback also plays a key role in our quality assurance approach. Inquiries and reports from the market are systematically collected, analysed, and shared across func-

tions, enabling us to strengthen our products and incorporate lessons learned into the development of next-generation solutions.

➔ [Sysmex Quality Policy](#)

## Training of customers

Providing high-quality training to our customers is essential to ensuring the safe, effective, and confident use of Sysmex products in daily healthcare settings. Well-trained users not only help maximise the performance of our solutions but also contribute to accurate diagnostics and better patient outcomes. In the EMEA region, around 1,600 unique customer training sessions were offered in fiscal year 2024. These sessions saw nearly 54,000 enrolments, with approximately 20,000 individual participants taking part in at least one activity. On average, each participant enrolled in 2.75 training sessions over the year. We observed a significant increase in registrations for haemostasis-related activities, our 'Case of the Month' sessions, and general scientific content, including webinars – reflecting strong interest in expanding knowledge and staying up to date with evolving laboratory practices.

## Customer satisfaction

Sysmex affiliates maintain close relationships with our customers and are committed to continuously improving customer satisfaction. To support this, many affiliates regularly conduct customer satisfaction surveys. Despite the use of different survey formats and rating scales, the results consistently fall within the highest ranges – such as 4+ out of 5 points or above 90% on a 100% scale. Customers frequently rate the level of service as excellent and express a strong willingness to recommend Sysmex to others. Feedback includes statements such as "It is still great working with Sysmex after 22 years," "Sysmex is an all-round supplier with excellent service," and "Sysmex is a role model for other suppliers," underlining the trust and long-term partnerships we strive to build. We are proud of these results, as they reflect our ongoing efforts to provide outstanding service and strengthen customer relationships across the region.

## Initiatives

### Developing a strong network of biomedical engineers in Sub-Saharan Africa and globally

Since 2018, Sysmex has been part of a strategic alliance with other MedTech companies and the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) to strengthen biomedical engineering education in Kenya and Senegal. This long-term initiative, supported by the German government's develoPPP programme, aims to improve healthcare infrastructure by training skilled biomedical professionals to install, operate, and maintain medical equipment. As access to healthcare remains a major challenge in many parts of Sub-Saharan Africa, supporting local education and capacity-building is a critical step towards sustainable development. Sysmex and its partners contributed to the creation of bachelor's programmes at universities in both countries, provided modern diagnostic equipment, and trained teaching staff to ensure practical, job-oriented learning. With the first students graduating and more countries showing interest, the initiative is already making a lasting impact on the healthcare landscape in the region.



Photo courtesy of Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH.

### Fighting antimicrobial resistance

Antimicrobial resistance (AMR) is a silent, growing, and devastating pandemic in which bacteria have developed resistance to the lifesaving antibiotics, following a century of

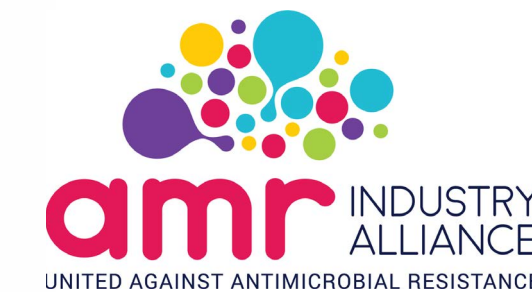
unnecessary or untargeted prescriptions. In 2019, antibiotic-resistant infections directly killed 1.3 million people worldwide and contributed to the deaths of 5 million in total. By 2050, it is predicted that antibiotic-resistant infections will cause 10 million deaths annually. Around 50–60% of women will develop a urinary tract infection (UTI) in their lifetime. UTIs are the most common bacterial infection – and up to half of infection-causing bacteria are resistant to at least one antibiotic.

Sysmex is committed to the global fight against antimicrobial resistance and is an active member of the AMR Alliance. In June 2024, Sysmex Astrego was awarded the £8 million Longitude Prize on AMR for its innovative PA-100 AST System. This rapid diagnostic tool can detect bacterial infections in just 15 minutes and determine the most effective antibiotic within 45 minutes. By providing fast and accurate results at the point of care, the system supports healthcare professionals in making informed treatment decisions and helps ensure antibiotics are only prescribed when truly effective – an important step in addressing the growing challenge of AMR.

➔ [More information on the PA-100 AST System](#)



PA-100 AST System



## Corporate Social Responsibility (CSR) activities – social

Within the Sysmex Group, all affiliates contribute to and participate in the ‘Sysmex Gives Back’ campaign. It is a group-wide initiative to promote blood donation, eco-friendly activities, and social contribution activities, based on the ‘Contribution to a Healthy Society’ or ‘Cooperation for Vibrant Communities’ principles of the ‘Policy on Corporate Citizenship Activities and Philanthropy’.

### Sysmex gives back: a heartwarming social day at the kids’ summer party

In September 2024, Sysmex turned childhood dreams such as bouncy castles, funfair games, glitter tattoos, wheel of fortune, food stalls, and much more into reality, as 14 volunteers from Sysmex Europe, Sysmex Germany, Sysmex Inostics, and Sysmex RDCE teamed up with volunteers from three other companies to support the ‘Arche Billstedt’ in Hamburg in organising a summer party for approximately 180 children and teenagers.

Sysmex volunteers arrived early in the morning and immediately assisted with everything from setting up the stalls and preparing mouthwatering food items to vigilantly taking care of the children – all with big smiles on their faces. Reflecting on the day, Sven said, “I was immediately thrilled that Sysmex supported the Arche’s summer festival, and I was very happy to take part. I worked on the grill for the whole time but enjoyed doing it for the many friendly and cheerful children.”

Thanks to all volunteers, the children had lots of fun and enjoyment throughout the day until the party ended in the evening.



## CSR activities in our affiliates

Within the EMEA region, many different CSR activities are conducted throughout the year. For blood donations and social activities, here are representative examples of the support and initiatives undertaken by our affiliates in the EMEA region. In addition to social CSR activities, Sysmex Europe and the affiliates in the EMEA region also conduct and participate in environmentally focused CSR activities.

➔ [Learn more about environmentally focused CSR activities](#)

Company	Activities
Sysmex Europe	Participation in running events, social days, awareness campaigns, blood donation and sports competitions, charity donations
Sysmex Austria	Blood donation
Sysmex CZ and Sysmex Slovakia	Regular donations to the Haemophiliacs Foundation and the Assistance Foundation
Sysmex France	Dishes collection, cancer awareness campaign, blood donations
Sysmex Germany	Supports numerous fundraising campaigns and holds regular blood drives
Hitado	Support of an animal shelter, blood donation, Christmas wish tree, children’s fun triathlon, internal auction
Sysmex Hungary	Blood donations, supporting homeless people with second-hand clothes
Sysmex Netherlands and Sysmex Belgium	Walking with the elderly and disabled, cleaning gardens, helping at animal shelters, blood cancer awareness month (including stem cell donor registration information)
Sysmex Nordic	Numerous donation campaigns, ‘Sysmex Helping Children’ project: we donate fully functional computers we can no longer use to local schools, learning centres, etc.
Sysmex Poland	Internal sports competitions (group and individuals), blood donation initiative, FOC dog shelters for animal foundations

Company	Activities
Sysmex Saudi Arabia	Participation in the Riyadh marathon, colorectal cancer awareness campaign, Ramadan Iftar (meal donation), breast cancer awareness campaign, blood donation campaign
Sysmex South Africa	Breast cancer awareness campaign ('Pink October'), blood donation campaigns, 'Hygiene for Girls & Boys' campaign (CSR activity)
Sysmex Spain	Raising money to help in the aftermath of the storm DANA, fundraising to help families with a family member affected by cancer
Sysmex Switzerland	Blood donations, Pink Ribbon charity walk (breast cancer), Christmas collection for children, contribution to the Paraplegiker Stiftung
Sysmex Turkey	Blood donation organisation, School Book Aid
Sysmex UK	Stand up for Comic relief campaign – encourage employees to stand at desks and walk 7,000 steps per donation and SUK donation to charity for completion, donation to Move Momentum, donations of laptops to schools and auctioned off to staff for charity, careers day for sixth-grade pupils, work experience for 2 x 15-year-olds, sponsorship of local women's cricket team, blood donation campaign, food bank donations at Christmas, auction off ex-gym exercise bikes with money donated to charity

# Governance – responsible leadership

Strong governance forms the foundation of how we conduct business at Sysmex. By upholding transparency, accountability, and ethical behaviour, we ensure responsible decision-making across the EMEA region and beyond. Our approach is guided by global policies that define clear standards for compliance, integrity, and corporate responsibility.

➔ [Global corporate governance structure](#)

## Compliance

The Global Compliance Code forms the basis of how we conduct business, emphasising fairness, integrity, and the highest ethical standards in line with the Sysmex Way. It applies to all officers and employees across the Sysmex Group and provides guidance for ethical decision-making. The Code encourages reflection on doubts, legal requirements, reputational impact, and organisational consequences. Through this Code, we reaffirm our dedication to human rights, responsible asset and data handling, and transparent corporate conduct.

➔ [Global Compliance Code](#)

## Whistleblower system

The Sysmex Group has established a global system whereby all employees can consult on or report compliance issues, including bribery and human rights abuses. Specifically, we have established whistleblowing desks operated by our respective regional headquarters – for example, Sysmex Europe for the EMEA region – to provide consultation to and receive reports from Group employees in each region. Additionally, we have created a Group Compliance Hotline (GCH), enabling all Group employees to consult directly with or report to Sysmex Corporation.

## Anti-corruption

In accordance with the spirit of the United Nations (UN) Global Compact, Sysmex undertakes thorough efforts to prevent bribery, in line with Principle 10, which states: “Businesses should work against corruption in all its forms, including extortion and bribery.” Risk assessments conducted periodically by the Internal Control Committee recognise compliance violations, including acts of corruption, as risks that we actively work to reduce. According to the Corruption and Bribery section of the Global Compliance Code, giving or offering bribes, providing inappropriate entertainment or gifts to public officials, customers, or business partners, or engaging in any other practices that may appear corrupt, as well as accepting entertainment, gifts, or other benefits from business partners that exceed moderation, are strictly prohibited.

➔ [Anti-bribery regulation](#)

## Gift and hospitality declaration

Sysmex is committed to preventing bribery and promoting transparency in all business interactions. To uphold ethical standards and strengthen internal control mechanisms, we have implemented the EMEA Hospitality/Gifts/Entertainment Management Policy.

Since March 2025, all Sysmex EMEA employees are required to declare any gifts, entertainment, or hospitality received from third-party business partners, in accordance with this policy. This measure ensures accountability and supports our compliance efforts across the region.



## Respect for human rights

Sysmex strongly advocates respect for human rights and the elimination of discrimination in its Global Compliance Code, has established a Human Rights Policy, and works to create corporate management and workplace environments that respect all employees' human rights. This Code and Policy align with the UN's Guiding Principles on Business and Human Rights, as well as the spirit of the ILO's Core Labour Standards, which define the minimum labour standards to be preserved in the workplace. To ensure these principles are effectively implemented, Sysmex has clarified its zero-tolerance policy regarding discrimination, harassment, forced labour, and child labour, and conducts various training programmes to raise employee awareness of these matters. We joined the UN Global Compact in 2011 and have clarified our corporate stance in relation to the Compact's Ten Principles regarding human rights, labour, the environment, and anti-corruption. In fiscal year 2024, Sysmex Europe appointed its first human rights officer to monitor human rights risk compliance and measure the effectiveness of preventive measures related to human rights issues.

→ [Global human rights policy](#)

## Cybersecurity

The Sysmex Group established the Global Information Security Committee in May 2023 to enhance Group-wide information security management. We have formulated the Information Security Policy and established a Group-wide information security management framework to protect our information assets from threats and ensure business continuity. This framework operates under the supervision and management of the Information Security Officer, Kenji Tachibana, a member of the Sysmex Corporation Managing Board, senior executive officer, and senior managing director. Specifically, we established the Sysmex Computer Security Incident Response Team (Sysmex-CSIRT) to strengthen initiatives such as prevention and early response to incidents, as well as pre- and post-response to information leaks and data breaches. These actions are based on alerts received from the managed Security Operations Center (SOC) and threat intelligence provided by external parties such as JPCERT/CC.

At the EMEA level, several Sysmex affiliates have already achieved ISO 27001 certification for their Information Security Management Systems (ISMS), demonstrating our longstanding commitment to information security. In fiscal year 2024, Sysmex Europe became the latest affiliate to obtain this certification. Additionally, Sysmex UK holds Cyber Essentials certification, with biannual surveillance audits to maintain compliance. In January 2025, Sysmex Spain received the ENS (National Security Scheme) certification, confirming alignment with national IT security regulations. These certifications reflect our ongoing efforts to safeguard data and maintain high security standards across the region.

→ [Global Information security policy](#)

→ [Global Product security policy](#)

# Certifications

Our affiliates hold a range of internationally recognised certifications that demonstrate the quality, safety, and sustainability of our management systems across different areas of operation. Additionally, Sysmex UK has achieved NHS Evergreen Maturity Level 2, reflecting our strong commitment to supporting the NHS on its journey towards a more sustainable and resilient healthcare system.

Certification	Affiliate
<b>ISO 13485</b> (Quality management for medical devices)	Sysmex Europe, Hitado, Sysmex LLC (Saudi Arabia), Sysmex South Africa
<b>ISO 9001</b> (Quality management)	Sysmex Europe, Sysmex Austria, Sysmex CZ, Sysmex Egypt, Sysmex France, Sysmex Germany, Sysmex Hungary, Sysmex Netherlands & Sysmex Belgium, Sysmex Nordic, Sysmex Spain, Sysmex Switzerland, Sysmex Turkey, Sysmex UK
<b>ISO 14001</b> (Environmental management)	Sysmex Europe, Sysmex France, Sysmex Germany, Sysmex Hungary, Sysmex Netherlands & Sysmex Belgium, Sysmex Nordic, Sysmex Spain
<b>ISO 27001</b> (Information security management)	Sysmex Europe, Sysmex France, Sysmex Germany, Sysmex Netherlands and Sysmex Belgium, Sysmex Turkey, Sysmex UK
<b>ISO 17025</b> (Testing and calibration laboratories)	Sysmex Netherlands & Sysmex Belgium
<b>ISO 21001</b> (Educational organisation)	Sysmex Netherlands & Sysmex Belgium

Certification	Affiliate
NHS Evergreen Maturity Level 2	Sysmex UK
CO <sub>2</sub> -Prestatieladder Niveau 4	Sysmex Netherlands
EcoVadis Gold Medal	Sysmex Europe



## Performance data

Performance data shown below refers to Sysmex affiliates in the EMEA region, including the Sysmex Europe headquarters. Sysmex sister companies reporting directly to Sysmex Corporation are not included in the data below.

	Content	Unit	FY 2022	FY 2023	FY 2024
Environment	Non-renewable electricity consumption	MWh	1881	1183	1773
	Renewable electricity consumption	MWh	1592	2441	2503
	Total electricity consumption	MWh	3473	3624	4275
	Renewable electricity rate	%	46 %	67 %	59 %
	Gasoline + diesel (fleet)	kL	1711	1835	1984
	Heating gas	m <sup>3</sup>	316976	292375	293384
	Scope 1	t CO <sub>2</sub>	4937	5088	5437
	Scope 2	t CO <sub>2</sub>	466	404	719
	Scope 1+2	t CO <sub>2</sub>	5403	5492	6156
	CO <sub>2</sub> emissions per employee (FTE)	t CO <sub>2</sub>	2.30	2.20	2.42
	Total waste	t	1141	1015	1133
	- used for material recycling	t	759	685	787
	- recovered waste (recycling + energy recovery)	t	983	854	936
	- material recycling rate	%	67 %	67 %	69 %
	- recovery rate	%	86 %	84 %	83 %

	Content	Unit	FY 2022	FY 2023	FY 2024
E	Water consumption <sup>1</sup>	kL	62624	65436	68856
	Water discharged <sup>1</sup>	kL	25998	25114	29835
Society	EMEA employee survey participation	%	87 %	-	87 %
	EMEA employee survey satisfaction	%	89 %	-	85 %
	Gender distribution	Female %	41.4 %	41.2 %	39.7 %
	Full-time employees	Number	2347	2497,7	2542,5
	Women in top management <sup>2</sup>	%	-	30	30
	Training courses per employee <sup>2</sup>	Hours	-	6,4	6,85
	Lost days due to work-related injuries <sup>2</sup>	Number	-	-	73
	Work-related fatalities <sup>2</sup>	Number	-	-	0
Governance	Percentage of employees receiving ethics and compliance training	%	-	-	83 %
	Percentage of employees receiving data protection training	%	-	-	81 %
	Data security violations	Number	-	-	0
	Unethical incidents reported via whistleblower hotline	Number	-	-	0

<sup>1</sup> Only measured for the reagent production facility

<sup>2</sup> Only measured for Sysmex regional headquarters of the EMEA region



