

# Sysmex Nordic Transparency Report

for

Sysmex Norway NUF

2025

# Sysmex Norway NUF Transparency Report



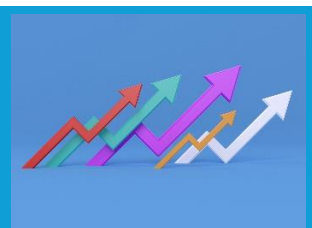
Company Name: Sysmex Norway NUF  
Registration Number: 918 679 618  
Address: Hvamsvingen 24, 2013 Skjetten  
Contact Person: Inge Hansen, hansen.inge@sysmex-nordic.dk

Sysmex Norway NUF is a branch office of Sysmex Nordic ApS, located in Denmark. Sysmex Norway NUF's activity consists of sales and service of instruments, accessories, and reagents for the health care industry.

## Development in the year

The profit of the year is NOK 5,563 thousand after tax. This is the result of an increasing activity and sales revenue increase of 9%. The result is satisfactory and as expected for the year.

The annual accounts are considered to provide a true and fair view of the development and results of the business and the financial position as of March 31, 2024.



## Environmental and Social Responsibility

At Sysmex Nordic, we are deeply committed to protecting the environment and promoting sustainability in all aspects of our operations. We recognize that our actions have an impact on the world around us, and we strive to minimize our ecological footprint through various initiatives.

We have established comprehensive corporate sustainability goals that guide our environmental initiatives. These goals reflect our commitment to minimizing our environmental impact and fostering a sustainable future.

### Energy Efficiency

We continuously seek opportunities to reduce energy consumption, optimize resource usage, and integrate renewable energy sources into our operations.

### Waste Reduction and Recycling

We actively promote waste reduction, recycling, and responsible waste management practices throughout our organization.

### Emissions Reduction

We strive to minimize greenhouse gas emissions by implementing energy-efficient practices, adopting low-carbon technologies, and exploring sustainable transportation options.

### Limiting the Use of Paper

We understand the environmental impact of excessive paper consumption, including deforestation and energy-intensive production processes. Therefore, we actively encourage and implement strategies to reduce paper usage throughout our organization.

### Digitizing Documentation

We prioritize digital documentation and communication methods whenever feasible, reducing the need for physical paper copies.

### Paperless Transactions

We promote electronic invoicing, electronic statements, and online payment methods to minimize paper usage.

## Print Optimization

When printing is necessary, we implement double-sided printing, use of recycled paper, and encourage employees to print only when essential.

## Embracing Online Solutions

We embrace technology and online solutions as viable alternatives to traditional paper-based processes. By leveraging digital platforms and innovative tools, we reduce the need for physical resources while increasing efficiency and collaboration.

## Electronic Communication

We prioritize email, instant messaging, and video conferencing as primary communication channels, reducing the need for paper-based correspondence and travel.

By adhering to these principles, Sysmex Nordic aims to set an example as an environmentally conscious organization. We are committed to continuously improving our environmental performance and engaging with stakeholders to drive positive change.

## **Core Behaviors**

To our Customers

We deliver reassurance to our customers, through unmatched quality, advanced technologies, superior support, and actions that consistently reflect the viewpoint of our customers.

We constantly look out for our customers' true needs and seek to generate new solutions to satisfy those needs.

To our Employees

We honour diversity, respect the individuality of each employee, and provide them with a workplace where they can realize their full potential.

We value the spirit of independence and challenge, provide employees with opportunities for self-fulfilment and growth, and reward them for their accomplishments.



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To our Business Partners	We deliver commitment to our client companies through broad-ranging partnerships. We strive to be a company that can grow in step with our trade partners, through respect and mutual trust.
To Society	<p>We carry out our business in strict compliance with laws and regulations, as well as in adherence to high ethical standards.</p> <p>As a responsible member of society, we play an active role in resolving environmental issues and other problems that impact our society today.</p>

### **Employee Behaviour**

As part of the Sysmex Core Values and Group Policies, employees are expected to behave and talk in an appropriate way and act professional towards colleagues and when employees engage with customers, suppliers and the community. In Sysmex EMEA, we have created some principles that describe values, motives, beliefs as well as behaviour and it is expected that a Sysmex employee follows these guidelines. The guidelines are also there so we know what we can expect of each other and become more successful together.

### **EMEA Collaboration & Leadership Principles**

How we define and live - the collaboration and leadership at Sysmex is crucial for our future success. Therefore, together with the support of the people of the whole EMEA organisation, we developed in total eight Collaboration & Leadership Principles. The principles shall serve us like a north star. They provide a common orientation for our mind-set and behaviour to achieve the greatest possible impact. By representing our shared ambition for successful collaboration and leadership, they offer a possibility to identify with what we believe is important to us.

### **Discrimination, Harassment and Bullying**

Sysmex is committed to maintaining a work environment that is free of discrimination, harassment and bullying based on a person's gender, colour, race, religion, national origin, age, physical or mental disability, sexual orientation or other group status.

In keeping with this commitment, discrimination, harassment or bullying of employees will not be tolerated whether at the workplace or in any work-related setting outside of the workplace, such as during business trips, business meetings and business-related social events.

Each employee has the duty to contribute to a positive work environment and ensure that there is no discrimination, harassment or bullying within the company in any aspect of employment (hiring, transfer, promotion, compensation, termination, etc.).

Any employee who believes that he or she has been harassed, bullied or discriminated against or who has experienced such actions against colleagues should advise management, local HR or a working environment representative immediately. If the employee feels that he or she cannot report internally, the concern can be reported on the Whistle-Blower System.

The company will act strongly against retribution of any kind against anyone who complains of discrimination, harassment or bullying or anyone who provides information in connection with the investigation of any such complaints.

Any reported allegations of harassment, bullying or retaliation will be investigated promptly.

If the investigation shows a violation of this policy or other inappropriate conduct, this will result in disciplinary action, up to and including termination of the employment without notice.

The average number sick days for Sysmex Norway NUF is 2,5%. During 2024 one reported work-related traffic accident was reported. There have been no complaints of harassment, bullying or retaliation.

As per end March 2024 Sysmex Norway NUF employed 15 persons (53% hereof were women).

### **Anti-corruption and bribery policies.**

The Sysmex Compliance Code was reviewed and re-released in August 2023. Sysmex employees worldwide were trained in the code and had to complete a test to ensure all employees understand it. The Compliance Code training and test is part of the introduction for all new employees.

In the Sysmex Compliance code it is stated that

“We will not engage in any corrupt practices, such as giving or offering bribes or providing inappropriate entertainment or gifts to public officials, customers, or business partners, or any other practices that may appear to be such corrupt practices. We will refuse to accept entertainment, gifts or other things from business partners that go beyond moderation. We will comply with the applicable laws and regulations in each country and region and internal rules, related to anti-bribery.”

### **EMEA Gift Management Policy was released on March 1, 2025**

This Policy establishes clear guidelines for the management, recording, and reporting of hospitality, gifts, and entertainment received by Sysmex employees, given by third party business partners.

#### General Principles

1. Do not accept excessive hospitality, entertainment, or gifts from third party business partners that deviate from the business customs and socially accepted practices of each country or region.
2. Do not accept cash or cash equivalents (e.g. gift cards, prepaid cards) from third party business partners. If cash equivalents are unavoidably received, please refer to Article 6 in the EMEA Gift Policy.
3. When accepting hospitality, entertainment, or gifts, promptly record each receipt accordingly.
4. Risk Management

### **Sysmex Nordic Risk Management Policy**

Sysmex believes that risk is part of any business. Some risks will always exist and can never be eliminated and therefore need to be appropriately managed. Sysmex recognizes that it has a responsibility to manage hazards and risks, and therefore supports a structured and focused approach to managing them by a Risk Management Policy.

The purpose of Sysmex' Risk Management Policy is to effectively manage potential opportunities and threats to Sysmex in achieving its objectives and enhancing the value of services it provides to customers.

- When an employee becomes aware of a potential risk, he/she should contact the compliance manager.
- The risk should be described along with the risk measurements; Likelihood x Impact = Severity
- The risk will be listed in the Risk Register
- The new risks will be presented in the monthly leadership meetings where an Owner is appointed and a target date for a mitigation plan is set.

Sysmex Norway NUF is only limited exposed to currency risks as the primary part of all activities are in NOK.

### **Future**

The management expects a continued positive development with focus on existing business areas and the result for the fiscal year 2024/25 to be within the interval NOK 5-10 million.

Sysmex Norway NUF is maintaining its current growth rate and market position and will maintain the number of employees.

### **Conclusion**

Sysmex Norway NUF demonstrates a strong commitment to transparency, ethical business practices, and social responsibility, aligning well with the principles of the Norwegian Transparency.

The company's proactive measures and clear policies contribute to a transparent and accountable business environment.