

# GRI Guidelines (G4) Comparison Table

This indicates information related in items of GRI Guidelines (G4), but does not indicate "InAccordance" with the guidelines.

AR: Annual Report 2017  
SR: Sustainability Report 2017

## General Standard Disclosures (Core option)

Section	Indicator	Reported page		Relevant Website Page	
<b>Strategy and Analysis</b>					
G4-1	a. Provide a statement from the most senior decision-maker of the organization (such as CEO, chair, or equivalent senior position) about the relevance of sustainability to the organization and the organization's strategy for addressing sustainability.	SR 3-4	Message from the President	Message from Top Management	<a href="http://www.terumo.com/about/message.html">http://www.terumo.com/about/message.html</a>
		AR 9-12	Message from the President and CEO	Top Management Message	<a href="http://www.terumo.com/investor/management/message.html">http://www.terumo.com/investor/management/message.html</a>
G4-2	a. Provide a description of key impacts, risks, and opportunities.	—	—	Business Risks	<a href="http://www.terumo.com/investor/management/risk.html">http://www.terumo.com/investor/management/risk.html</a>
<b>Organizational Profile</b>					
G4-3	a. Report the name of the organization.	SR, AR	(Back cover)	Corporate Profile	<a href="http://www.terumo.com/about/profile.html">http://www.terumo.com/about/profile.html</a>
G4-4	a. Report the primary brands, products, and services.	AR 5-6	Business Overview	Business Overview	<a href="http://www.terumo.com/business/index.html">http://www.terumo.com/business/index.html</a>
G4-5	a. Report the location of the organization's headquarters.	AR 55	Corporate Information	Corporate Profile	<a href="http://www.terumo.com/about/profile.html">http://www.terumo.com/about/profile.html</a>
G4-6	a. Report the number of countries where the organization operates, and names of countries where either the organization has significant operations or that are specifically relevant to the sustainability topics covered in the report.	AR 7-8	A History of Creating Value	Global Network	<a href="http://www.terumo.com/network/index.html">http://www.terumo.com/network/index.html</a>
		AR 21	Terumo Group R&D Sites (As of March 31, 2017)		
		AR 24	Terumo Group Production Sites (As of March 31, 2017)		
		AR 53-54	Global Network		
G4-7	a. Report the nature of ownership and legal form.	AR 55	Major Shareholders (Top 10 Shareholders)	Corporate Profile	<a href="http://www.terumo.com/about/profile.html">http://www.terumo.com/about/profile.html</a>
				Stock Information	<a href="http://www.terumo.com/investor/stocks/situation.html">http://www.terumo.com/investor/stocks/situation.html</a>
				Corporate Governance Report (2. Capital Structure)	<a href="http://www.terumo.com/about/governance.html">http://www.terumo.com/about/governance.html</a>
G4-8	a. Report the markets served (including geographic breakdown, sectors served, and types of customers and beneficiaries).	AR 5-6	Business Overview	Business Overview	<a href="http://www.terumo.com/business/index.html">http://www.terumo.com/business/index.html</a>
G4-9	a. Report the scale of the organization, including: • Total number of employees • Total number of operations • Net sales (for private sector organizations) or net revenues (for public sector organizations) • Total capitalization broken down in terms of debt and equity (for private sector organizations) • Quantity of products or services provided	AR 55	Corporate Information	Corporate Profile	<a href="http://www.terumo.com/about/profile.html">http://www.terumo.com/about/profile.html</a>
G4-10	a. Report the total number of employees by employment contract and gender. b. Report the total number of permanent employees by employment type and gender. c. Report the total workforce by employees and supervised workers and by gender. d. Report the total workforce by region and gender. e. Report whether a substantial portion of the organization's work is performed by workers who are legally recognized as self-employed, or by individuals other than employees or supervised workers, including employees and supervised employees of contractors. f. Report any significant variations in employment numbers (such as seasonal variations in employment in the tourism or agricultural industries).	SR 36	Associate Data	—	—
G4-11	a. Report the percentage of total employees covered by collective bargaining agreements.	SR 36	Continuous Management-worker Dialogue	—	—
G4-12	a. Describe the organization's supply chain.	—	—	—	—
G4-13	a. Report any significant changes during the reporting period regarding the organization's size, structure, ownership, or its supply chain, including: • Changes in the location of, or changes in, operations, including facility openings, closings, and expansions • Changes in the share capital structure and other capital formation, maintenance, and alteration operations (for private sector organizations) • Changes in the location of suppliers, the structure of the supply chain, or in relationships with suppliers, including selection and termination	—	—	—	—

Section	Indicator	Reported page		Relevant Website Page	
<b>Commitments to External Initiatives</b>					
G4-14	a. Report whether and how the precautionary approach or principle is addressed by the organization.	—	—	—	—
G4-15	a. List externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or which it endorses.	SR 5	Participation in the United Nations Global Compact	Participation in the United Nations Global Compact	<a href="http://www.terumo.com/csr/ungc.html">http://www.terumo.com/csr/ungc.html</a>
		SR 5	Basic Views on Sustainable Development Goals (SDGs)	—	—
G4-16	a. List memberships of associations (such as industry associations) and national or international advocacy organizations in which the organization: • Holds a position on the governance body • Participates in projects or committees • Provides substantive funding beyond routine membership dues • Views membership as strategic	—	—	Compliance (Making the Relationship between Corporate Activities and Medical Institutions Transparent)	<a href="http://www.terumo.com/about/compliance.html">http://www.terumo.com/about/compliance.html</a>
<b>Identified Material Aspects and Boundaries</b>					
G4-17	a. List all entities included in the organization's consolidated financial statements or equivalent documents. b. Report whether any entity included in the organization's consolidated financial statements or equivalent documents is not covered by the report.	—	—	—	—
G4-18	a. Explain the process for defining the report content and the Aspect Boundaries. b. Explain how the organization has implemented the Reporting Principles for Defining Report Content.	—	—	—	—
G4-19	a. List all the material Aspects identified in the process for defining report content.	—	—	—	—
G4-20	a. For each material Aspect, report the Aspect Boundary within the organization, as follows: • Report whether the Aspect is material within the organization • If the Aspect is not material for all entities within the organization (as described in G4-17), select one of the following two approaches and report either: – The list of entities or groups of entities included in G4-17 for which the Aspect is not material or – The list of entities or groups of entities included in G4-17 for which the Aspects is material • Report any specific limitation regarding the Aspect Boundary within the organization	—	—	—	—
G4-21	a. For each material Aspect, report the Aspect Boundary outside the organization, as follows: • Report whether the Aspect is material outside of the organization • If the Aspect is material outside of the organization, identify the entities, groups of entities or elements for which the Aspect is material. In addition, describe the geographical location where the Aspect is material for the entities identified • Report any specific limitation regarding the Aspect Boundary outside the organization	—	—	—	—
G4-22	a. Report the effect of any restatements of information provided in previous reports, and the reasons for such restatements.	—	—	—	—
G4-23	a. Report significant changes from previous reporting periods in the Scope and Aspect Boundaries.	—	—	—	—
<b>Stakeholder Engagement</b>					
G4-24	a. Provide a list of stakeholder groups engaged by the organization.	SR 18	Relationships with Stakeholders	—	—
G4-25	a. Report the basis for identification and selection of stakeholders with whom to engage.	—	—	—	—
G4-26	a. Report the organization's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process.	SR 18 SR 19 SR 20 SR 25 SR 28 SR 31 SR 36	Terumo's Stakeholders Communication with Stakeholders Relationships with Customers Applying Customer Feedback Communicating with Shareholders and Investors Conducting Supplier Surveys (in Japan) Continuous Management-worker Dialogue	—	—
G4-27	a. Report key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting. Report the stakeholder groups that raised each of the key topics and concerns.	—	—	—	—
<b>Report Profile</b>					
G4-28	a. Reporting period (such as fiscal or calendar year) for information provided.	SR 1	Reporting Policy	—	—
G4-29	a. Date of most recent previous report (if any).	SR 1	Reporting Policy	—	—
G4-30	a. Reporting cycle (such as annual, biennial).	SR 1	Reporting Policy	—	—
G4-31	a. Provide the contact point for questions regarding the report or its contents.	—	—	—	—

Section	Indicator	Reported page		Relevant Website Page	
<b>GRI Content Index</b>					
G4-32	a. Report the 'in accordance' option the organization has chosen. b. Report the GRI Content Index for the chosen option (see tables below). c. Report the reference to the External Assurance Report, if the report has been externally assured. GRI recommends the use of external assurance but it is not a requirement to be 'in accordance' with the Guidelines.	—	—	—	—
<b>Assurance</b>					
G4-33	a. Report the organization's policy and current practice with regard to seeking external assurance for the report. b. If not included in the assurance report accompanying the sustainability report, report the scope and basis of any external assurance provided. c. Report the relationship between the organization and the assurance providers. d. Report whether the highest governance body or senior executives are involved in seeking assurance for the organization's sustainability report.	—	—	—	—
<b>Governance</b>					
Governance Structure and Composition					
G4-34	a. Report the governance structure of the organization, including committees of the highest governance body. Identify any committees responsible for decision-making on economic, environmental and social impacts.	AR 33-38 SR 7-8	Corporate Governance Corporate Governance (Overview)	Corporate Governance Policy	<a href="http://www.terumo.com/about/governance.html">http://www.terumo.com/about/governance.html</a>
<b>Ethics and Integrity</b>					
G4-56	a. Describe the organization's values, principles, standards and norms of behavior such as codes of conduct and codes of ethics.	AR 3-4 AR 39-40 SR 2 SR 9-11	Corporate Mission, Five Statements and Global Vision Compliance Corporate Mission/Five Statements /Global Vision Compliance (Overview)	Corporate Policy Compliance Corporate Policy Compliance	<a href="http://www.terumo.com/about/policy.html">http://www.terumo.com/about/policy.html</a> <a href="http://www.terumo.com/about/compliance.html">http://www.terumo.com/about/compliance.html</a> <a href="http://www.terumo.com/about/policy.html">http://www.terumo.com/about/policy.html</a> <a href="http://www.terumo.com/about/compliance.html">http://www.terumo.com/about/compliance.html</a>

## Specific Standard Disclosures

Section	Indicator	Reported page		Relevant Website Page	
<b>Disclosures on Management Approach</b>					
G4-DMA	a. Report why the Aspect is material. Report the impacts that make this Aspect material. b. Report how the organization manages the material Aspect or its impacts. c. Report the evaluation of the management approach, including: • The mechanisms for evaluating the effectiveness of the management approach • The results of the evaluation of the management approach • Any related adjustments to the management approach	—	—	—	—
<b>Economic</b>					
Economic Performance					
G4-EC1	Direct economic value generated and distributed	AR 45	Net Sales and Income	Financial Information	<a href="http://www.terumo.com/investor/financial/index.html">http://www.terumo.com/investor/financial/index.html</a>
G4-EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change	—	—	—	—
G4-EC3	Coverage of the organization's defined benefit plan obligations	—	—	—	—
G4-EC4	Financial assistance received from government	—	—	—	—
Market Presence					
G4-EC5	Ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation	—	—	—	—
G4-EC6	Proportion of senior management hired from the local community at significant locations of operation	—	—	—	—
Indirect Economic Impacts					
G4-EC7	Development and impact of infrastructure investments and services supported	SR 48-56	Societal Contributions	—	—
G4-EC8	Significant indirect economic impacts, including the extent of impacts	—	—	—	—
Procurement Practices					
G4-EC9	Proportion of spending on local suppliers at significant locations of operation	—	—	—	—
<b>Environmental</b>					
Materials					
G4-EN1	Materials used by weight or volume	SR 88	Material Flow	—	—
G4-EN2	Percentage of materials used that are recycled input materials	—	—	—	—

Section	Indicator	Reported page	Relevant Website Page
<b>Energy</b>			
G4-EN3	Energy consumption within the organization	SR76-77 SR 88	Reducing Greenhouse Gas Emissions from Business Activities Material Flow
G4-EN4	Energy consumption outside of the organization	SR76-77 SR 88	Reducing Greenhouse Gas Emissions from Business Activities Material Flow
G4-EN5	Energy intensity	SR76-77	Reducing Greenhouse Gas Emissions from Business Activities
G4-EN6	Reduction of energy consumption	SR76-77	Reducing Greenhouse Gas Emissions from Business Activities
G4-EN7	Reductions in energy requirements of products and services	—	—
<b>Water</b>			
G4-EN8	Total water withdrawal by source	SR 88 SR 89-90	Material Flow Environmental Data for Fiscal 2016
G4-EN9	Water sources significantly affected by withdrawal of water	—	—
G4-EN10	Percentage and total volume of water recycled and reused	—	—
<b>Biodiversity</b>			
G4-EN11	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	—	—
G4-EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas	—	—
G4-EN13	Habitats protected or restored	SR 86	Protecting Forests
G4-EN14	Total number of iucn red list species and national conservation list species with habitats in areas affected by operations, by level of extinction risk	—	—
<b>Emissions</b>			
G4-EN15	Direct greenhouse gas (GHG) emissions (scope 1)	SR 76	Target for Reduction of CO <sub>2</sub> Emissions (Scope 1, 2)
G4-EN16	Energy indirect greenhouse gas (GHG) emissions (scope 2)		
G4-EN17	Other indirect greenhouse gas (GHG) emissions (scope 3)	SR 77	Reducing CO <sub>2</sub> Emissions (Scope 3)
G4-EN18	Greenhouse gas (GHG) emissions intensity	SR 76	Target for Reduction of CO <sub>2</sub> Emissions (Scope 1, 2)
G4-EN19	Reduction of greenhouse gas (GHG) emissions	SR 76	Target for Reduction of CO <sub>2</sub> Emissions (Scope 1, 2)
G4-EN20	Emissions of ozone-depleting substances (ODS)	SR 82	Alternatives to HCFC-225
G4-EN21	NO <sub>x</sub> , SO <sub>x</sub> , and other significant air emissions	SR 81-83 SR 88	Reduction of Chemical Emissions Material Flow
<b>Effluents and Waste</b>			
G4-EN22	Total water discharge by quality and destination	SR 88	Material Flow
G4-EN23	Total weight of waste by type and disposal method	SR 88 SR 89-90	Material Flow Environmental Data for Fiscal 2016
G4-EN24	Total number and volume of significant spills	—	—
G4-EN25	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped internationally	—	—
G4-EN26	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the organization's discharges of water and runoff	—	—
<b>Products and Services</b>			
G4-EN27	Extent of impact mitigation of environmental impacts of products and services	SR 69-75	Developing Environmentally Friendly and Safe Products
G4-EN28	Percentage of products sold and their packaging materials that are reclaimed by category	SR 78-79	Waste Reduction and Recycling
<b>Compliance</b>			
G4-EN29	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	SR 62 SR 91-92	Compliance with Environmental Laws and Regulations EHS Goals and Achievements
<b>Transport</b>			
G4-EN30	Significant environmental impacts of transporting products and other goods and materials for the organization's operations, and transporting members of the workforce	SR 77	Reducing CO <sub>2</sub> Emissions (Scope 3)
<b>Overall</b>			
G4-EN31	Total environmental protection expenditures and investments by type	—	—
<b>Supplier Environmental Assessment</b>			
G4-EN32	Percentage of new suppliers that were screened using environmental criteria	—	—
G4-EN33	Significant actual and potential negative environmental impacts in the supply chain and actions taken	SR 60 SR 61	EHS Initiatives via the Value Chain EHS Risk Management
<b>Environmental Grievance Mechanisms</b>			
G4-EN34	Number of grievances about environmental impacts filed, addressed, and resolved through formal grievance mechanisms	—	—

Section	Indicator	Reported page		Relevant Website Page	
<b>Social</b>					
Labor Practices and Decent Work					
Employment					
G4-LA1	Total number and rates of new employee hires and employee turnover by age group, gender and region	SR 36	Breakdown of Associates (Terumo Corporation in Japan)	—	—
G4-LA2	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation	—	—	—	—
G4-LA3	Return to work and retention rates after parental leave, by gender	—	—	—	—
Labor/Management Relations					
G4-LA4	Minimum notice periods regarding operational changes, including whether these are specified in collective agreements	—	—	—	—
Occupational Health and Safety					
G4-LA5	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs	—	—	—	—
G4-LA6	Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and by gender	SR 68	Industrial Accidents Resulting in Lost Working Days / Frequency / Seriousness	—	—
G4-LA7	Workers with high incidence or high risk of diseases related to their occupation	—	—	—	—
G4-LA8	Health and safety topics covered in formal agreements with trade unions	—	—	—	—
Training and Education					
G4-LA9	Average hours of training per year per employee by gender, and by employee category	—	—	—	—
G4-LA10	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	SR 35 SR 41 SR 42	Career-planning Interviews Rehiring Associates Who Have Reached the Mandatory Retirement Age Establishment of a Human Resource Development System that Supports the Growth of Highly Motivated Associates	—	—
G4-LA11	Percentage of employees receiving regular performance and career development reviews, by gender and by employee category	—	—	—	—
Diversity and Equal Opportunity					
G4-LA12	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity	SR 36	Associate Data	Directors and Executive Officers	<a href="http://www.terumo.com/about/management.html">http://www.terumo.com/about/management.html</a>
Equal Remuneration for Women and Men					
G4-LA13	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation	—	—	—	—
Supplier Assessment for Labor Practices					
G4-LA14	Percentage of new suppliers that were screened using labor practices criteria	—	—	—	—
G4-LA15	Significant actual and potential negative impacts for labor practices in the supply chain and actions taken	—	—	—	—
Labor Practices Grievance Mechanisms					
G4-LA16	Number of grievances about labor practices filed, addressed, and resolved through formal grievance mechanisms	—	—	—	—
Human Rights					
Investment					
G4-HR1	Total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	—	—	—	—
G4-HR2	Total hours of employee training on human rights policies or procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained	—	—	—	—
Non-discrimination					
G4-HR3	Total number of incidents of discrimination and corrective actions taken	—	—	—	—
Freedom of Association and Collective Bargaining					
G4-HR4	Operations and suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and measures taken to support these rights	—	—	—	—
Child Labor					
G4-HR5	Operations and suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor	—	—	—	—
Forced or Compulsory Labor					
G4-HR6	Operations and suppliers identified as having significant risk for incidents of forced or compulsory labor, and measures taken to contribute to the elimination of all forms of forced or compulsory labor	—	—	—	—
Security Practices					
G4-HR7	Percentage of security personnel trained in the organization's human rights policies or procedures that are relevant to operations	—	—	—	—
Indigenous Rights					
G4-HR8	Total number of incidents of violations involving rights of indigenous peoples and actions taken	—	—	—	—
Assessment					
G4-HR9	Total number and percentage of operations that have been subject to human rights reviews or impact assessments	—	—	—	—

Section	Indicator	Reported page		Relevant Website Page	
<b>Supplier Human Rights Assessment</b>					
G4-HR10	Percentage of new suppliers that were screened using human rights criteria	—	—	—	—
G4-HR11	Significant actual and potential negative human rights impacts in the supply chain and actions taken	—	—	—	—
<b>Human Rights Grievance Mechanisms</b>					
G4-HR12	Number of grievances about human rights impacts filed, addressed, and resolved through formal grievance mechanisms	—	—	—	—
<b>Local Communities</b>					
G4-SO1	Percentage of operations with implemented local community engagement, impact assessments, and development programs	—	—	—	—
G4-SO2	Operations with significant actual and potential negative impacts on local communities	—	—	—	—
<b>Anti-corruption</b>					
G4-SO3	Total number and percentage of operations assessed for risks related to corruption and the significant risks identified	—	—	—	—
G4-SO4	Communication and training on anti-corruption policies and procedures	SR 9-11 AR 39-40	Compliance (Overview) Compliance	Compliance	<a href="http://www.terumo.com/about/compliance.html">http://www.terumo.com/about/compliance.html</a>
G4-SO5	Confirmed incidents of corruption and actions taken	—	—	—	—
<b>Society</b>					
<b>Public Policy</b>					
G4-SO6	Total value of political contributions by country and recipient/beneficiary	—	—	—	—
<b>Anti-competitive Behavior</b>					
G4-SO7	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes	—	—	—	—
<b>Compliance</b>					
G4-SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations	—	—	—	—
<b>Supplier Assessment for Impacts on Society</b>					
G4-SO9	Percentage of new suppliers that were screened using criteria for impacts on society	—	—	—	—
G4-SO10	Significant actual and potential negative impacts on society in the supply chain and actions taken	—	—	—	—
<b>Grievance Mechanisms for Impacts on Society</b>					
G4-SO11	Number of grievances about impacts on society filed, addressed, and resolved through formal grievance mechanisms	—	—	—	—
<b>Product Responsibility</b>					
<b>Customer Health and Safety</b>					
G4-PR1	Percentage of significant product and service categories for which health and safety impacts are assessed for improvement	—	—	—	—
G4-PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts of products and services during their life cycle, by type of outcomes	—	—	—	—
<b>Product and Service Labeling</b>					
G4-PR3	Type of product and service information required by the organization's procedures for product and service information and labeling, and percentage of significant product and service categories subject to such information requirements	—	—	—	—
G4-PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes	—	—	—	—
G4-PR5	Results of surveys measuring customer satisfaction	—	—	—	—
<b>Marketing Communications</b>					
G4-PR6	Sale of banned or disputed products	—	—	—	—
G4-PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship, by type of outcomes	—	—	—	—
<b>Customer Privacy</b>					
G4-PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data	—	—	—	—
<b>Compliance</b>					
G4-PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services	—	—	—	—