

GRI Guideline Comparison Table

This indicates information related in items of GRI Guidelines, but does not indicate "In Accordance" with the guidelines.

AR: Annual Report 2018
SR: Sustainability Report 2018

		Reported pages		Relevant Website Pages		
General Disclosures						
GRI 102: General Disclosures 2016	102-1	Name of the organization	AR 45 SR 87	Corporate Information Corporate Information	Corporate Profile	http://www.terumo.com/about/profile.html
	102-2	Activities, brands, products, and services	AR 8-15	Mid- to Long-term Growth Strategy: Targets and Fiscal 2017 Performance by Company	Business Overview	http://www.terumo.com/business/index.html
	102-3	Location of headquarters	AR 45 SR 87	Corporate Information Corporate Information	Corporate Profile	http://www.terumo.com/about/profile.html
	102-4	Location of operations	SR 86	Site Data (Manufacturing and R&D Sites) for Fiscal 2017	Global Network	http://www.terumo.com/network/index.html
	102-5	Ownership and legal form	AR 45	Corporate Information	Corporate Profile	http://www.terumo.com/about/profile.html
					Stock Information	http://www.terumo.com/investor/stocks/situation.html
					Corporate Governance Policy (2. Capital Structure)	http://www.terumo.com/about/governance.html
	102-6	Markets served	AR 8-15 AR 16-17	Mid- to Long-term Growth Strategy: Targets and Fiscal 2017 Performance by Company Companies at a Glance	Business Overview	http://www.terumo.com/business/index.html
	102-7	Scale of the organization	AR 16-17 AR 24-25 AR 45	Companies at a Glance Performance Highlights Corporate Information	Corporate Profile	http://www.terumo.com/about/profile.html
					Financial Highlights	http://www.terumo.com/investor/financial/highlight.html
	102-8	Information on employees and other workers	SR 79	Associate Data, Promotion of Diversity	—	—
	102-9	Supply chain	—	—	—	—
	102-10	Significant changes to the organization and its supply chain	—	—	—	—
	102-11	Precautionary Principle or approach	SR 18 SR 21 SR 45 SR 46-48 SR 74-77	Quality Management System Reinforcement of Quality Management, Procurement-Related BCPs Terumo Global EHS Policy EHS Management System, EHS Risk Management Risk Management	—	—
	102-12	External initiatives	SR 7	Participation in the United Nations Global Compact	Participation in the United Nations Global Compact	http://www.terumo.com/csr/ungc.html
	102-13	Membership of associations	SR 7	Participation in the United Nations Global Compact	Compliance	http://www.terumo.com/about/compliance.html
102-14	Statement from senior decision-maker	SR 3-4	Message from the President and CEO	Message from Top Management	http://www.terumo.com/csr/message.html	
102-15	Key impacts, risks, and opportunities	SR 5-6	Sustainability Priorities	—	—	
102-16	Values, principles, standards, and norms of behavior	SR 1 SR 40	Corporate Mission/Five Statements/Global Vision Basic Approach	Corporate Policy	http://www.terumo.com/about/policy.html	
				Compliance	http://www.terumo.com/about/compliance.html	

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GRI 102: General Disclosures 2016			Reported pages		Relevant Website Pages	
	Code	Description	AR/SR	Content	Category	URL
	102-17	Mechanisms for advice and concerns about ethics	AR 40 SR 41	Whistle-Blowing System Whistle-Blowing System	Compliance	http://www.terumo.com/about/compliance.html
	102-18	Governance structure	AR 34-36 SR 69-71	Basic Stance on Corporate Governance, Corporate Governance Structure Basic Stance on Corporate Governance, Corporate Governance Structure	Corporate Governance Policy	http://www.terumo.com/about/governance.html
	102-19	Delegating authority	SR 7	Sustainability Management	Sustainability at the Terumo Group	http://www.terumo.com/csr/sustainability.html
	102-20	Executive-level responsibility for economic, environmental, and social topics	SR 7	Sustainability Management	Sustainability at the Terumo Group	http://www.terumo.com/csr/sustainability.html
	102-21	Consulting stakeholders on economic, environmental, and social topics	SR 7	Sustainability Management	Sustainability at the Terumo Group	http://www.terumo.com/csr/sustainability.html
	102-22	Composition of the highest governance body and its committees	AR 37 AR 42-43 SR 72	Selection of Directors Directors, Audit/Supervisory Committee Members, and Executive Officers Selection of Directors	Directors and Executive Officers	http://www.terumo.com/about/management.html
	102-23	Chair of the highest governance body	AR 35 SR 70	Board of Directors Board of Directors	TERUMO Corporate Governance Guideline (2. Corporate Governance Structure)	http://www.terumo.com/about/governance.html
	102-24	Nominating and selecting the highest governance body	AR 37 SR 72	Selection of Directors Selection of Directors	TERUMO Corporate Governance Guideline (2. Corporate Governance Structure)	http://www.terumo.com/about/governance.html
	102-25	Conflicts of interest	—	—	TERUMO Corporate Governance Guideline (3. Securing Shareholders' Rights and Equality)	http://www.terumo.com/about/governance.html
	102-26	Role of highest governance body in setting purpose, values, and strategy	—	—	TERUMO Corporate Governance Guideline (1. General Provisions)	http://www.terumo.com/about/governance.html
	102-27	Collective knowledge of highest governance body	—	—	—	—
	102-28	Evaluating the highest governance body's performance	—	—	—	—
	102-29	Identifying and managing economic, environmental, and social impacts	SR 7 SR 74-77	Sustainability Management Risk Management	—	—
	102-30	Effectiveness of risk management processes	SR 74-77	Risk Management	—	—
	102-31	Review of economic, environmental, and social topics	—	—	—	—
	102-32	Highest governance body's role in sustainability reporting	—	—	—	—
	102-33	Communicating critical concerns	—	—	—	—
	102-34	Nature and total number of critical concerns	—	—	—	—
	102-35	Remuneration policies	AR 38 SR 73	Executive Compensation Executive Compensation	—	—
	102-36	Process for determining remuneration	AR 38 SR 73	Executive Compensation Executive Compensation	—	—
	102-37	Stakeholders' involvement in remuneration	—	—	—	—
	102-38	Annual total compensation ratio	—	—	—	—
	102-39	Percentage increase in annual total compensation ratio	—	—	—	—
	102-40	List of stakeholder groups	SR 63	Stakeholder Engagement	—	—

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				Reported pages	Relevant Website Pages	
GRI 102: General Disclosures 2016	102-41	Collective bargaining agreements	SR 31	Continuous Management-Worker Dialogue	—	—
	102-42	Identifying and selecting stakeholders	—	—	—	—
	102-43	Approach to stakeholder engagement	SR 19	Collection and Disclosure of Safety and Quality Information	—	—
			SR 22	EHS Initiatives Related to Procurement		
			SR 31	Improvement of Our Organizations through Employee Engagement Surveys		
			SR 63	Stakeholder Engagement		
	102-44	Key topics and concerns raised	—	—	—	—
	102-45	Entities included in the consolidated financial statements	—	—	—	—
	102-46	Defining report content and topic Boundaries	AR 1 SR 2	Coverage Scope of this Report	—	—
	102-47	List of material topics	SR 5-6	Sustainability Priorities	—	—
	102-48	Restatements of information	SR 52	CO ₂ Emissions in Total and Index per Unit of Consolidated Net Sales/ Revenue	—	—
			SR 54	Energy Consumption		
			SR 55	Recycling Volume and Rate Landfill Waste Water Use Volume		
	102-49	Changes in reporting	—	—	—	—
	102-50	Reporting period	SR 2	Report Period	—	—
	102-51	Date of most recent report	SR 2	Publication Schedule	—	—
	102-52	Reporting cycle	SR 2	Publication Schedule	—	—
102-53	Contact point for questions regarding the report	—	—	—	—	
102-54	Claims of reporting in accordance with the GRI Standards	—	GRI Guideline Comparison Table	—	—	
102-55	GRI content index	—	GRI Guideline Comparison Table	—	—	
102-56	External assurance	—	—	—	—	
GRI 103: General Disclosures 2016	103-1	Explanation of the material topic and its Boundary	SR 5-6	Sustainability Priorities	—	—
	103-2	The management approach and its components	SR 7	Sustainability Management	—	—
			SR 26	The Kenko Keiei System		
SR 40-44			Promoting Compliance			
SR 45			Terumo Global EHS Policy			
SR 46-48			EHS Management System, EHS Risk Management			
SR 61	EHS Goals and Achievements					
SR 74-77	Risk Management					
103-3	Evaluation of the management approach	—	—	—	—	
Economic						
Economic Performance						
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	AR 22-23 AR 26-31	Financial Review Consolidated Financial Statements	Financial Information	http://www.terumo.com/investor/financial/index.html
	201-2	Financial implications and other risks and opportunities due to climate change	—	—	—	—
	201-3	Defined benefit plan obligations and other retirement plans	—	—	—	—
	201-4	Financial assistance received from government	—	—	—	—

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		Reported pages		Relevant Website Pages		
Market Presence						
GRI 202: Market Presence 2016	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	—	—	—	—
	202-2	Proportion of senior management hired from the local community	—	—	—	—
Indirect Economic Impacts						
GRI 203: Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	—	—	—	—
	203-2	Significant indirect economic impacts	SR 8-17 SR 64-68	Resolving Healthcare Challenges through Innovation and Improving Access to Healthcare Social Contribution Activities	—	—
Procurement Practices						
GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	—	—	—	—
Anti-corruption						
GRI 205: Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	—	—	—	—
	205-2	Communication and training about anti-corruption policies and procedures	SR 40 SR 42	Compliance Education Anti-Corporation, Appropriate Relationships with Healthcare Professionals	Compliance	http://www.terumo.com/about/compliance.html
	205-3	Confirmed incidents of corruption and actions taken	—	—	—	—
Anti-competitive Behavior						
GRI 206: Anti-competitive Behavior 2016	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	—	—	—	—
Environmental						
Materials						
GRI 301: Materials 2016	301-1	Materials used by weight or volume	SR 62	Material Flow	—	—
	301-2	Recycled input materials used	—	—	—	—
	301-3	Reclaimed products and their packaging materials	SR 54-55 SR 86	Waste Reduction and Recycling Site Data (Manufacturing and R&D Sites) for Fiscal 2017	—	—
Energy						
GRI 302: Energy 2016	302-1	Energy consumption within the organization	SR 52-53 SR 62	Energy Consumption, Renewable Energy Use in Fiscal 2017 Material Flow	—	—
	302-2	Energy consumption outside of the organization	SR 62	Material Flow	—	—
	302-3	Energy intensity	SR 52	Energy Consumption	—	—
	302-4	Reduction of energy consumption	SR 52	Reduction of CO ₂ Emissions (Scope 1, 2, 3)	—	—
	302-5	Reductions in energy requirements of products and services	—	—	—	—
Water						
GRI 303: Water 2016	303-1	Water withdrawal by source	SR 55 SR 62 SR 86	Water Use Volume Material Flow Site Data (Manufacturing and R&D Sites) for Fiscal 2017	—	—
	303-2	Water sources significantly affected by withdrawal of water	—	—	—	—
	303-3	Water recycled and reused	—	—	—	—

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		Reported pages			Relevant Website Pages	
Biodiversity						
GRI 304: Biodiversity 2016	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	—	—	—	—
	304-2	Significant impacts of activities, products, and services on biodiversity	—	—	—	—
GRI 304: Biodiversity 2016	304-3	Habitats protected or restored	SR 59-60	Initiatives for Biodiversity Conservation	—	—
	304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	—	—	—	—
Emissions						
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	SR 53	CO ₂ Emissions in Fiscal 2017 (Scope 1 and Scope 2)	—	—
	305-2	Energy indirect (Scope 2) GHG emissions	SR 53	CO ₂ Emissions in Fiscal 2017 (Scope 1 and Scope 2)	—	—
	305-3	Other indirect (Scope 3) GHG emissions	SR 53	CO ₂ Emissions in Fiscal 2017 (Scope 3)	—	—
	305-4	GHG emissions intensity	SR 52	CO ₂ Emissions in Total and Index per Unit of Consolidated Net Sales/Revenue	—	—
	305-5	Reduction of GHG emissions	SR 52	Reduction of CO ₂ Emissions (Scope 1, 2, 3)	—	—
	305-6	Emissions of ozone-depleting substances (ODS)	SR 57	HCFC-225 Emissions	—	—
	305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	SR 56-58 SR 62	Proper Control of Chemical Substances Material Flow	—	—
Effluents and Waste						
GRI 306: Effluents and Waste 2016	306-1	Water discharge by quality and destination	SR 62	Material Flow	—	—
	306-2	Waste by type and disposal method	SR 54 SR 62 SR 86	Landfill Waste Material Flow Site Data (Manufacturing and R&D Sites) for Fiscal 2017	—	—
	306-3	Significant spills	—	—	—	—
	306-4	Transport of hazardous waste	—	—	—	—
	306-5	Water bodies affected by water discharges and/or runoff	—	—	—	—
Environmental Compliance						
GRI 307: Environmental Compliance 2016	307-1	Non-compliance with environmental laws and regulations	SR 48	Compliance with Environmental Laws and Regulations	—	—
Supplier Environmental Assessment						
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria	—	—	—	—
	308-2	Negative environmental impacts in the supply chain and actions taken	SR 22 SR 47	EHS Initiatives Related to Procurement Audits of Waste-Treatment Contractors	—	—

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		Reported pages		Relevant Website Pages		
Social						
Employment						
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	SR 79	Associate Data	—	—
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	—	—	—	—
	401-3	Parental leave	SR 37 SR 79	Childcare and Nursing Care Support Systems Promotion of Diversity	—	—
Labor/Management Relations						
GRI 402: Labor/Management Relations 2016	402-1	Minimum notice periods regarding operational changes	—	—	—	—
Occupational Health and Safety						
GRI 403: Occupational Health and Safety 2016	403-1	Workers representation in formal joint management-worker health and safety committees	SR 24 SR 31	EHS Management System Continuous Management-Worker Dialogue	—	—
	403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	SR 25	Work-Related Accidents Resulting in Lost Work Days, Frequency Rate, and Severity Rate	—	—
	403-3	Workers with high incidence or high risk of diseases related to their occupation	—	—	—	—
	403-4	Health and safety topics covered in formal agreements with trade unions	—	—	—	—
Training and Education						
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	—	—	—	—
	404-2	Programs for upgrading employee skills and transition assistance programs	SR 31-33	Human Resource Development	—	—
	404-3	Percentage of employees receiving regular performance and career development reviews	—	—	—	—
Diversity and Equal Opportunity						
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	AR 42-43 SR 79 SR 87	Directors, Audit/Supervisory Committee Members, and Executive Officers Associate Data, Promotion of Diversity Corporate Information	Directors and Executive Officers	http://www.terumo.com/about/management.html
	405-2	Ratio of basic salary and remuneration of women to men	—	—	—	—
Non-discrimination						
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	—	—	—	—
Freedom of Association and Collective Bargaining						
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	—	—	—	—
Child Labor						
GRI 408: Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	—	—	—	—
Forced or Compulsory Labor						
GRI 409: Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	—	—	—	—

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		Reported pages		Relevant Website Pages	
Security Practices					
GRI 410: Security Practices 2016	410-1	Security personnel trained in human rights policies or procedures	—	—	—
Rights of Indigenous Peoples					
GRI 411: Rights of Indigenous Peoples 2016	411-1	Incidents of violations involving rights of indigenous peoples	—	—	—
Human Rights Assessment					
GRI 412: Human Rights Assessment 2016	412-1	Operations that have been subject to human rights reviews or impact assessments	—	—	—
	412-2	Employee training on human rights policies or procedures	—	—	—
	412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	—	—	—
Local Communities					
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	—	—	—
	413-2	Operations with significant actual and potential negative impacts on local communities	—	—	—
Supplier Social Assessment					
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	—	—	—
	414-2	Negative social impacts in the supply chain and actions taken	SR 22	EHS Initiatives Related to Procurement	—
Public Policy					
GRI 415: Public Policy 2016	415-1	Political contributions	—	—	—
Customer Health and Safety					
GRI 416: Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	SR 19	Collection and Disclosure of Safety and Quality Information	—
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	—	—	—
Marketing and Labeling					
GRI 417: Marketing and Labeling 2016	417-1	Requirements for product and service information and labeling	—	—	—
	417-2	Incidents of non-compliance concerning product and service information and labeling	—	—	—
	417-3	Incidents of non-compliance concerning marketing communications	—	—	—
Customer Privacy					
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	—	—	—
Socioeconomic Compliance					
GRI 419: Socioeconomic Compliance 2016	419-1	Non-compliance with laws and regulations in the social and economic area	—	—	—