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Human Resources and Labor Data

Associate Data

		FY2018	FY2019	FY2020
Number of associates by geographic area (consolidated)*1	Japan	5,692	6,000	6,201
	Europe	2,326	2,274	2,311
	Americas	10,761	11,256	11,337
	Asia and others	6,599	6,908	6,633
	Total	25,378	26,438	26,482
Number of associates (non-consolidated)*2	Male	4,150	4,240	4,332
	Female	758	847	915
	Total	4,908	5,087	5,247
	Ratio of female associates (%)	15.4	16.6	17.4
Average age*2	Male	42.31	42.17	41.35
	Female	37.08	37.10	36.56
	Total	41.52	41.36	40.54
Average years of service*2	Male	19.0	18.8	18.3
	Female	12.7	12.5	12.1
	Total	18.1	17.8	17.2
Average salary (yen)*2	Male	-	-	-
	Female	-	-	-
	Total	7,530,739	7,493,828	7,441,630
Number of new graduate hires*2	Male	149	136	167
	Female	47	54	62
	Total	196	190	229
Number of mid-career hires*2	Male	63	66	56
	Female	16	15	23
	Total	79	81	79
	Mid-career hires as ratio of all regular, full-time associates hired in that year (%)	29	30	26
Voluntary turnover (resigning due to personal reasons) (employees)*2	Male	91	75	64
	Female	20	17	19
	Total	111	92	83
Associate turnover rate (%)*2	Male	2.1	1.9	1.6
	Female	2.7	2.2	2.3
	Total	2.2	1.9	1.7

*1 Scope: Terumo Group

*2 Scope: Terumo Corporation

Promotion of Diversity

		FY2018	FY2019	FY2020
Number and ratio of female managers	Total number of associates in managerial positions	862	865	852
	Number of female associates in managerial positions	59	67	69
	Ratio of female associates in managerial positions (%)	6.9	7.7	8.1
	Total number of general managers (or equivalent)	165	166	170
	Number of female general managers (or equivalent)	8	8	12
	Ratio of female general managers (or equivalent) (%)	4.8	4.8	7.1
	Total number of managers (or equivalent)	697	699	682
	Number of female managers (or equivalent)	52	59	57
	Ratio of female managers (or equivalent) (%)	7.5	8.4	8.4
	Number and ratio of newly-appointed female associates in managerial position	Total number of associates newly-appointed to managerial positions	55	51
Number of female associates newly-appointed to managerial positions		4	6	4
Ratio of female associates newly-appointed to managerial positions (%)		7.3	11.8	7.4
Number and ratio of female chiefs	Total number of chiefs	1,137	1,168	1,206
	Number of female chiefs	139	155	184
	Ratio of female chiefs (%)	12.2	13.3	15.3
Number and ratio of retirees rehired under TES	Retirees	108	106	130
	Number of retirees rehired under TES	84	83	110
	Ratio of retirees rehired under TES (%)	78	78	85
Ratio of associates with disabilities (%)		2.24	2.20	2.27

Scope: Terumo Corporation

Work-Life Balance

		FY2018	FY2019	FY2020
Number of associates taking maternity and childcare leave	Associates taking maternity leave	58	39	58
	Associates taking spousal childbirth leave	1	5	2
	Associates taking childcare leave (Female)	97	99	92
	Associates taking childcare leave (Male)	82	90	89
	Ratio of associates returning to work after childcare leave (%) (Female)	98	100	100
	Ratio of associates returning to work after childcare leave (%) (Male)	100	100	100
	Ratio of applicable male associates taking childcare leave (%)	53.9	63.4	63.1
	Average number of childcare leave days taken by applicable male associates	16.9	12.4	13.6
Number of associates taking nursing care leave	Associates taking long-term nursing care leave	6	3	0
	Associates taking leave (nursing care/family illness)	34	23	15
Number of former associates rehired	Registered former associates	5	2	6
	Rehired associates	1	2	1
Ratio of paid vacation days taken (%)		71.0	72.0	59.9
Average number of paid vacation days taken		13.5	13.3	11.4
Average hours of overtime worked per month		16.6	16.3	16.1

Scope: Terumo Corporation

Initiatives to Prevent Work-Related Accidents

	FY2018	FY2019	FY2020
Accidents resulting in lost work days	0	1	2
Frequency rate	0.00	0.10	0.19
Severity rate	0.00	0.00	0.73

Scope: Terumo Corporation

Promotion of “Kenko Keiei”

1. Reduction of Ratio of Smokers and Ratio of Associates Diagnosed with Metabolic Syndrome
Ratio of Smokers and Ratio of Associates Diagnosed with Metabolic Syndrome*

	FY2016	FY2017	FY2018	FY2019	FY2020
Ratio of smokers (%)	25.8	24.7	23.4	23.4	20.2
Ratio of associates diagnosed with metabolic syndrome (%)	23.8	23.8	24.0	28.0	24.7

* The ratio of associates diagnosed with metabolic syndrome is calculated based on the number of associates whose body metrics have surpassed the threshold for being judged to have metabolic syndrome and those that are at risk of surpassing this threshold.

2. Early Diagnosis and Treatment of Cancer to Enable Associates to Return to the Workplace
Cancer Screening Rates

	FY2018	FY2019	FY2020
Stomach (%)	90.1	90.9	98.0
Colon (%)	85.3	85.7	91.7
Upper abdomen (%)	91.0	90.2	84.0
Lung (sputum) (%)	22.9	33.6	40.7
PSA (%)	82.9	88.5	97.7
Breast (%)	68.6	64.2	64.7
Cervix (%)	60.6	67.3	65.8

3. Women's Health

Breast Cancer and Cervical Cancer Screening Rates

	FY2016	FY2017	FY2018	FY2019	FY2020
Breast (%)	71.5	69.9	68.6	64.2	64.7
Cervix (%)	62.4	61.0	60.6	67.3	65.8

Environmental Data

CO₂ Emissions (Scope 1+2)

	FY2018	FY2019	FY2020
Japan (t-CO ₂)	152,287	156,814	154,277
Overseas (t-CO ₂)	129,091	125,225	119,839
Total (t-CO ₂)	281,378	282,038	274,116
Index of emissions per unit of revenue (FY2018=100)	100	95.5	95.1

Scope: Terumo Group business sites in Japan and manufacturing sites overseas

Note: Starting from fiscal 2020, the CO₂ emissions are calculated by using the CO₂ emission coefficients for electricity for each fiscal year provided by power companies. Accordingly, the CO₂ emissions for the past fiscal years are also recalculated by the same method.

CO₂ Emissions in Fiscal 2020 (Scope 1 and Scope 2)

	Scope1	Scope2	Total
Japan (t-CO ₂)	44,043	110,234	154,277
Overseas (t-CO ₂)	18,042	101,796	119,839
Total (t-CO ₂)	62,085	212,031	274,116

CO₂ Emissions in Fiscal 2020 (Scope 3)

(t-CO₂)

Category	Emissions Volume	Method of Calculation
Category 1 Purchased goods and services	1,064,315	Multiplying amounts of purchased components, materials by their respective emission intensities
Category 2 Capital goods	228,512	Multiplying emission intensities per capital goods price by annual capital expenditure amounts
Category 3 Fuel- and energy- related activities (not included in Scope 1 or Scope 2)	49,191	Multiplying amounts of purchased fuel, electricity and heat by their respective emission intensities
Category 4 Upstream transportation and distribution	35,610	Multiplying product transportation, in ton-kilometers, by the emission intensity for each type of transportation
Category 5 Waste generated in operations	2,570	Multiplying amounts of waste generated by the emission intensity for each category of waste
Category 6 Business travel	3,453	Multiplying the number of employees by emission intensity per employee
Category 7 Employee commuting	8,149	Multiplying the number of employees by emission intensity per category of work or area classification
Category 8 Upstream leased assets	-	Emissions associated with leased company vehicles and leased office buildings are included under Scope 1 and Scope 2
Category 9 Downstream transportation and distribution	3,185	Multiplying product weight by emission intensities using a standard transportation and distance model
Category 10 Processing of sold products	-	Intra-group processing is included under Scope 1 and Scope 2
Category 11 Use of sold products	9,935	Calculated based on lifespan and electricity consumption of principal medical engineering products (pumps)
Category 12 End-of-life treatment of sold products	148,505	Multiplying weight of shipped products by emission intensity for waste processing
Category 13 Downstream leased assets	-	Emissions associated with products leased to customers are included under "Use of sold products"
Category 14 Franchises	-	Not applicable as facilities classed as franchise operations are not owned
Category 15 Investments	-	Not applicable as no emissions were generated through investments
Total	1,553,425	

Scope: Terumo Group

Note: Starting from fiscal 2020, the calculation method has been revised, and is now based on the Basic Guidelines on Accounting for Greenhouse Gas Emissions Throughout the Supply Chain (ver. 2.3) compiled by the Ministry of the Environment and the Ministry of Economy, Trade and Industry.

CO₂ Emissions (Scope3)

	FY2018	FY2019	FY2020
Index of emissions per unit of revenue (Fiscal 2018 = 100)	100	103.7	107.5

Scope: Terumo Group

Note: Starting from fiscal 2020, the calculation method has been revised, and is now based on the Basic Guidelines on Accounting for Greenhouse Gas Emissions Throughout the Supply Chain (ver. 2.3) compiled by the Ministry of the Environment and the Ministry of Economy, Trade and Industry. Accompanying this change, the figures for previous years have been recalculated using this same method.

Energy Consumption

Fuel Type	FY2018	FY2019	FY2020
Electricity (MWh)	442,274	458,936	453,461
City gas (MWh)	303,070	318,543	306,428
LPG (MWh)	12,577	9,822	12,577
Heavy oil (MWh)	4,214	5,968	4,214
Diesel oil (MWh)	1,013	1,198	590
Steam (MWh)	43,259	41,696	36,037
Gasoline (MWh)	8,099	9,105	11,561
Total (MWh)	814,506	845,267	824,868
Index of emissions per unit of revenue (Fiscal 2018 = 100)	100	98.9	98.9

Scope: Terumo Group business sites in Japan and manufacturing sites overseas

Renewable Energy Use in Fiscal 2020

Renewable energy use (MWh)	5,062
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Scope: Terumo Group

Recycling Volume and Rate

		FY2018	FY2019	FY2020
Japan	Total waste (t)	10,309	10,304	10,427
	Volume recycled (t)	10,071	10,054	10,186
	Recycling rate (%)	97.7	97.6	97.7
Overseas	Total waste (t)	10,224	11,013	10,242
	Volume recycled (t)	7,639	7,819	8,046
	Recycling rate (%)	74.7	71.0	78.6
Total	Total waste (t)	20,533	21,317	20,669
	Volume recycled (t)	17,710	17,872	18,232
	Recycling rate (%)	86.3	83.8	88.2

Scope: Terumo Group business sites in Japan and manufacturing sites overseas

Note: Figures for performance in fiscal 2018 and 2019 have been restated to rectify past omissions in the collection of data.

Final Waste Disposal

	FY2018	FY2019	FY2020
Total emissions (t)	10,309	10,304	10,427
Final waste disposal (t)	16	16	16
Ratio of final waste disposal to total emissions (%)	0.16	0.15	0.16

Scope: Terumo Group business sites in Japan

Note: Figures for performance in fiscal 2018 and 2019 have been restated to rectify past errors in the collection of data.

Collection and Recycling of Small Rechargeable Batteries in Fiscal 2020

Nickel-cadmium batteries (kg)	683
Nickel-metal hydride batteries (kg)	1,077
Lithium-ion batteries (kg)	386
Sealed lead-acid batteries (kg)	178

Scope: Terumo Corporation business sites in Japan

Water Use (Water Withdrawal) Volume

	FY2018	FY2019	FY2020
Japan (1,000 m ³)	3,712	3,867	3,512
Overseas (1,000 m ³)	1,715	1,801	1,616
Total (1,000 m ³)	5,427	5,668	5,128
Index of emissions per unit of revenue (Fiscal 2018 = 100)	100	99.6	92.3

Scope: Terumo Group business sites in Japan and manufacturing sites overseas

Dichloromethane Emissions

	FY2018	FY2019	FY2020
Emissions (t)	63	57	52

Scope: Terumo Group business sites in Japan

Amount of Ethylene Oxide Used and Ethylene Oxide Emissions

	FY2018	FY2019	FY2020
Amount used (t)	105	96	100
Emissions (t)	2	2	2

Scope: Terumo Corporation business sites in Japan

HCFC-225 Emissions

	FY2018	FY2019	FY2020
Emissions (t)	24	12	0.6

Scope: Terumo Corporation business sites in Japan

Amount of PRTR Substances Used, Released, and Transferred in Fiscal 2020

(t)

	Total	
ethylene oxide	Amount used	100.0
	Amount released	1.9
	Amount transferred	0.0
1, 2-dichloroethane	Amount used	1.8
	Amount released	1.6
	Amount transferred	0.0
dichloromethane	Amount used	160.4
	Amount released	51.7
	Amount transferred	0.0
toluene	Amount used	4.0
	Amount released	0.4
	Amount transferred	3.6
bis (2-ethylhexyl) phthalate	Amount used	361.6
	Amount released	0.0
	Amount transferred	3.1
hydrogen fluoride and its water-soluble salts	Amount used	19.0
	Amount released	0.8
	Amount transferred	0.0
n-hexane	Amount used	4.4
	Amount released	3.5
	Amount transferred	0.9
N, N-dimethylformamide	Amount used	10.3
	Amount released	8.2
	Amount transferred	0.0

Scope: Terumo Corporation business sites in Japan

Site Data (Manufacturing and R&D Sites) for Fiscal 2020

Region	Site	Location	CO ₂ Emissions (t)	Water Use (1,000 m ³)	Total Waste (t)	Recycled Amounts (t)
Japan	Fujinomiya Factory	Fujinomiya, Shizuoka	44,262	1,569	2,652	2,637
	Ashitaka Factory	Fujinomiya, Shizuoka	27,448	525	2,775	2,772
	Kofu Factory	Nakakoma, Yamanashi	49,122	1,125	3,587	3,393
	ME Center	Suntou, Shizuoka	462	6	96	96
	R&D Center (Shonan Center)	Ashigarakami, Kanagawa	6,533	64	192	169
	Terumo Clinical Supply Co., Ltd.	Kakamigahara, Gifu	901	5	25	25
	Terumo Yamaguchi Corporation Terumo Yamaguchi D&D Corporation	Yamaguchi, Yamaguchi	21,721	213	1,063	1,056
Americas	Terumo Medical Corp. and Terumo Cardiovascular Systems Corp.	Maryland, USA	13,278	77	611	368
	Terumo Cardiovascular Systems Corp. and Terumo Heart, Inc.	Michigan, USA	2,787	7	61	16
	Terumo Cardiovascular Systems Corp.	Massachusetts, USA	376	1	133	133
	MicroVention, Inc.	California, USA	1,834	15	637	220
	Terumo BCT, Inc.	Colorado, USA	11,103	73	1,322	761
	Bolton Medical, Inc.	Florida, USA	674	3	456	324
	Terumo Puerto Rico LLC	Commonwealth of Puerto Rico	1,066	2	83	41
	MicroVention Costa Rica, S.r.l	San Jose, Costa Rica	239	21	454	441
Europe	Terumo Europe NV	Leuven, Belgium	6,319	43	648	638
	Terumo UK, Ltd.	Liverpool, UK	130	1	61	43
	Vascutek Ltd.	Glasgow, UK	1,702	32	301	301
	Terumo BCT, Ltd.	Larne, UK	4,318	99	260	252
Asia	Terumo Medical Products (Hangzhou) Co., Ltd.	Zhejiang, China	22,959	531	1,098	1,060
	Terumo (Philippines) Corp.	Laguna, Philippines	25,157	274	1,836	1,662
	Terumo Penpol Pvt. Ltd.	Kerala, India	5,881	23	569	486
	Terumo Vietnam Co., Ltd.	Vinh Phuc, Vietnam	10,913	177	551	405
	Terumo BCT Vietnam Co., Ltd.	Dong Nai, Vietnam	11,104	238	1,160	895

Note: Since only CO₂ emissions from Scope2 were listed for the sites in Japan in the report published in October 2021, Scope1 emissions were added in April 2022. The current version indicates CO₂ emissions from Scope 1 and 2 for all the sites.