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Human Resources and Labor Data

Associate Data

		FY2019	FY2020	FY2021
Number of associates by geographic area (consolidated)¹	Japan	6,000	6,201	7,050
	Europe	2,274	2,311	2,345
	Americas	11,256	11,337	12,228
	Asia and others	6,908	6,633	6,671
	Total	26,438	26,482	28,294
Number of associates (non-consolidated)²	Male	4,240	4,332	4,403
	Female	847	915	974
	Total	5,087	5,247	5,377
	Ratio of female associates (%)	16.6	17.4	18.1
Average age²	Male	42.17	41.35	41.64
	Female	37.10	36.56	37.12
	Total	41.36	40.54	40.85
Average years of service²	Male	18.8	18.3	18.0
	Female	12.5	12.1	12.1
	Total	17.8	17.2	16.9
Average salary (yen)²	Male	—	—	—
	Female	—	—	—
	Total	7,493,828	7,441,630	7,365,222
Number of new graduate hires²	Male	136	167	134
	Female	54	62	45
	Total	190	229	179
Number of mid-career hires²	Male	66	56	63
	Female	15	23	25
	Total	81	79	88
	Mid-career hires as ratio of all regular, full-time associates hired in that year (%)	30	26	33
Voluntary turnover (resigning due to personal reasons) (employees)²	Male	75	64	84
	Female	17	19	27
	Total	92	83	111
Associate turnover rate (%)²	Male	1.9	1.6	2.0
	Female	2.2	2.3	3.0
	Total	1.9	1.7	2.1

*1 Scope: Terumo Group

*2 Scope: Terumo Corporation

DE&I

		FY2019	FY2020	FY2021
Number and ratio of female managers	Total number of associates in managerial positions	865	852	865
	Number of female associates in managerial positions	67	69	73
	Ratio of female associates in managerial positions (%)	7.7	8.1	8.4
	Total number of general managers (or equivalent)	166	170	161
	Number of female general managers (or equivalent)	8	12	11
	Ratio of female general managers (or equivalent) (%)	4.8	7.1	6.8
	Total number of managers (or equivalent)	699	682	704
	Number of female managers (or equivalent)	59	57	62
Number and ratio of newly-appointed female associates in managerial position	Ratio of female managers (or equivalent) (%)	8.4	8.4	8.8
	Total number of associates newly-appointed to managerial positions	51	54	68
	Number of female associates newly-appointed to managerial positions	6	4	8
Number and ratio of female chiefs	Ratio of female associates newly-appointed to managerial positions (%)	11.8	7.4	11.8
	Total number of chiefs	1,168	1,206	1,224
	Number of female chiefs	155	184	201
Number and ratio of retirees rehired under TES	Ratio of female chiefs (%)	13.3	15.3	16.4
	Retirees	106	130	128
	Number of retirees rehired under TES	83	110	103
Ratio of associates with disabilities (%)	Ratio of retirees rehired under TES (%)	78.3	84.6	80.5
		2.20	2.27	2.30

Scope: Terumo Corporation

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Work-Life Balance

		FY2019	FY2020	FY2021
Number of associates taking maternity and childcare leave	Associates taking maternity leave	39	58	44
	Associates taking spousal childbirth leave	5	2	2
	Associates taking childcare leave (Female)	99	92	102
	Associates taking childcare leave (Male)	90	89	84
	Ratio of associates returning to work after childcare leave (%) (Female)	100	100	100
	Ratio of associates returning to work after childcare leave (%) (Male)	100	100	100
	Ratio of applicable male associates taking childcare leave (%)	63.4	63.1	54.9
	Average number of childcare leave days taken by applicable male associates	12.4	13.6	24.9
Number of associates taking nursing care leave	Associates taking long-term nursing care leave	3	0	3
	Associates taking leave (nursing care/family illness)	23	15	14
Number of former associates rehired	Registered former associates	2	6	3
	Rehired associates	2	1	0
Ratio of paid vacation days taken (%)		72.0	59.9	67.1
Average number of paid vacation days taken		13.3	11.4	13.0
Average hours of overtime worked per month		16.3	16.1	18.7

Scope: Terumo Corporation

Occupational Safety and Health

	FY2019	FY2020	FY2021
Accidents resulting in lost work days	1	2	0
Frequency rate	0.10	0.19	0.00
Severity rate	0.00	0.73	0.00

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*

	FY2017	FY2018	FY2019	FY2020	FY2021
Ratio of smokers (%)	24.7	23.4	23.4	20.2	22.6
Ratio of associates diagnosed with metabolic syndrome (%)	23.8	24.0	28.0	24.7	29.4

* 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

	FY2019	FY2020	FY2021
Stomach (%)	90.9	98.0	97.0
Colon (%)	85.7	91.7	92.6
Upper abdomen (%)	90.2	84.0	96.8
Lung (sputum) (%)	33.6	40.7	43.1
PSA (%)	88.5	97.7	96.9
Breast (%)	64.2	64.7	67.0
Cervix (%)	67.3	65.8	64.6

3. Women's Health

Breast Cancer and Cervical Cancer Screening Rates

	FY2017	FY2018	FY2019	FY2020	FY2021
Breast (%)	69.9	68.6	64.2	64.7	67.0
Cervix (%)	61.0	60.6	67.3	65.8	64.6

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Environmental Data

CO₂ Emissions (Scope 1 and 2)

	FY2018	FY2019	FY2020	FY2021
Japan (t-CO ₂)	152,287	156,814	154,277	138,904
Overseas (t-CO ₂)	129,091	125,225	119,839	119,400
Total (t-CO ₂)	281,378	282,038	274,116	258,304*
Increase/decrease compared to FY2018 (%)	—	0.2	-2.6	-8.2
Index of emissions per unit of revenue (FY2018=100)	100	95.5	95.1	78.2

* Data assured by a third party

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

Note: CO₂ emissions are calculated by using the CO₂ emission factors for electricity for each fiscal year provided by power companies.

CO₂ Emissions in Fiscal 2021 (Breakdown of Scope 1 and 2)

	Scope 1	Scope 2	Total
Japan (t-CO ₂)	44,680	94,224	138,904
Overseas (t-CO ₂)	21,987	97,413	119,400
Total (t-CO ₂)	66,667*	191,637*	258,304*

* Data assured by a third party

CO₂ Emissions in Fiscal 2021 (Scope 3)(t-CO₂)

		Emissions volume	Method of Calculation
Category 1	Purchased goods and services	947,548	Multiplying amounts of purchased components, materials by their respective emission intensities
Category 2	Capital goods	204,832	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 2)	51,775	Multiplying amounts of purchased fuel, electricity and heat by their respective emission intensities
Category 4	Upstream transportation and distribution	53,767	Multiplying product transportation, in ton-kilometers, by the emission intensity for each type of transportation
Category 5	Waste generated in operations	1,394	Multiplying amounts of waste generated by the emission intensity for each category of waste
Category 6	Business travel	3,689	Multiplying the number of employees by emission intensity per employee
Category 7	Employee commuting	8,720	Multiplying the number of employees by emission intensity per category of work or area classification
Category 8	Upstream leased assets	0	Emissions associated with leased company vehicles and leased office buildings are included under Scope 1 and 2
Category 9	Downstream transportation and distribution	3,716	Multiplying product weight by emission intensities using a standard transportation and distance model
Category 10	Processing of sold products	0	Intra-group processing is included under Scope 1 and 2
Category 11	Use of sold products	9,096	Calculated based on lifespan and electricity consumption of principal medical engineering products (pumps)
Category 12	End-of-life treatment of sold products	159,510	Multiplying weight of shipped products by emission intensity for waste processing
Category 13	Downstream leased assets	0	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		1,444,048	

Scope: Terumo Group

Note: The calculation method is based on the Basic Guidelines on Accounting for Greenhouse Gas Emissions Throughout the Supply Chain (ver. 2.4) compiled by the Ministry of the Environment and the Ministry of Economy, Trade and Industry.

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CO₂ Emissions (Scope 3)

	FY2019	FY2020	FY2021
Index of emissions per unit of revenue (Fiscal 2018 = 100)	103.7	107.5	87.2

Scope: Terumo Group

Note: The calculation method is based on the Basic Guidelines on Accounting for Greenhouse Gas Emissions Throughout the Supply Chain (ver. 2.4) compiled by the Ministry of the Environment and the Ministry of Economy, Trade and Industry.

Energy Consumption

Fuel type	FY2019	FY2020	FY2021
Electricity (MWh)	458,936	453,461	479,161
City gas (MWh)	318,543	306,428	316,449
LPG (MWh)	9,822	12,577	19,204
Heavy oil (MWh)	5,968	4,214	6,182
Diesel oil (MWh)	1,198	590	963
Steam (MWh)	41,696	36,037	31,925
Gasoline (MWh)	9,105	11,561	14,442
Heating oil (MWh)	0	0	287
Total (MWh)	845,267	824,868	868,612
Index of emissions per unit of revenue (Fiscal 2018 = 100)	98.9	98.9	90.9

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

Renewable Energy Use

	FY2019	FY2020	FY2021
Renewable energy use (MWh)	290	5,062	50,595
Ratio of renewable energy use (%)*	0.1	1.1	10.6

Scope: Terumo Group

* The ratio of renewable energy use to total electricity use

Recycling Volume and Rate

	FY2019	FY2020	F2021	
Japan	Total waste (t)	10,304	10,427	11,408
	Volume recycled (t)	10,054	10,186	11,223
	Recycling rate (%)	97.6	97.7	98.4
Overseas	Total waste (t)	11,013	10,242	10,264
	Volume recycled (t)	7,819	8,046	8,280
	Recycling rate (%)	71.0	78.6	80.7
Total	Total waste (t)	21,317	20,669	21,672
	Volume recycled (t)	17,872	18,232	19,503
	Recycling rate (%)	83.8	88.2	90.0

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

Final Waste Disposal

	FY2019	FY2020	FY2021
Total emissions (t)	10,304	10,427	11,408
Final waste disposal (t)	16	16	15
Ratio of final waste disposal to total emissions (%)	0.15	0.16	0.14

Scope: Terumo Group business sites in Japan

Collection and Recycling of Small Rechargeable Batteries

	FY2019	FY2020	FY2021
Nickel-cadmium batteries (kg)	2,032	1,454	1,598
Nickel-metal hydride batteries (kg)	2,468	2,368	2,216
Lithium-ion batteries (kg)	872	868	1,295
Sealed lead-acid batteries (kg)	161	179	112

Scope: Terumo Corporation business sites in Japan

Note: Figures for performance in fiscal 2020 have been restated to rectify errors in the Sustainability Report 2021 issued in October 2021.

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Water Use (Water Withdrawal) Volume

	FY2019	FY2020	FY2021
Japan (1,000 m ³)	3,864	3,518	3,617
Overseas (1,000 m ³)	1,801	1,616	1,310
Total (1,000 m³)	5,666	5,134	4,927
Index of emissions per unit of revenue (Fiscal 2018 = 100).	99.5	92.4	77.4

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

Note: Figures for performance in fiscal 2019 and 2020 have been restated to rectify past errors in the collection of data.

Water Discharge Volume

	FY2019	FY2020	FY2021
Japan (1,000 m ³)	2,584	2,567	2,620
Overseas (1,000 m ³)	1,115	1,215	1,115
Total (1,000 m³)	3,699	3,782	3,736

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

Dichloromethane Emissions

	FY2019	FY2020	FY2021
Emissions (t)	57	52	49

Scope: Terumo Group business sites in Japan

Amount of Ethylene Oxide Used and Ethylene Oxide Emissions

	FY2019	FY2020	FY2021
Amount used (t)	96	93	83
Emissions (t)	2	2	2

Scope: Terumo Corporation business sites in Japan

Note: Figure for performance in fiscal 2020 has been restated to rectify past errors in the collection of data.

HCFC-225 Emissions

	FY2019	FY2020	FY2021
Emissions (t)	12	0.6	0.0

Scope: Terumo Corporation business sites in Japan

Amount of PRTR Substances Used, Released, and Transferred in Fiscal 2021

(t)

	Total	
ethylene oxide	Amount used	83.0
	Amount released	1.7
	Amount transferred	0.0
1, 2-dichloroethane	Amount used	2.1
	Amount released	1.8
	Amount transferred	0.0
dichloromethane	Amount used	168.5
	Amount released	48.7
	Amount transferred	0.0
toluene	Amount used	3.9
	Amount released	0.2
	Amount transferred	3.6
bis (2-ethylhexyl) phthalate	Amount used	298.0
	Amount released	0.0
	Amount transferred	2.6
hydrogen fluoride and its water-soluble salts	Amount used	19.3
	Amount released	0.8
	Amount transferred	0.0
n-hexane	Amount used	3.9
	Amount released	3.1
	Amount transferred	0.8
N, N-dimethylformamide	Amount used	2.0
	Amount released	1.6
	Amount transferred	0.0

Scope: Terumo Corporation business sites in Japan

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Site Data (Manufacturing and R&D Sites) for Fiscal 2021

Region	Site	Location	CO ₂ Emissions (t)	Water Use (1,000m ³)	Total Waste (t)	Recycled Amounts (t)
Japan	Fujinomiya Factory	Fujinomiya, Shizuoka	39,913	1,726	3,118	3,115
	Ashitaka Factory	Fujinomiya, Shizuoka	23,238	494	2,504	2,500
	Kofu Factory	Nakakoma, Yamanashi	42,871	1,094	4,294	4,150
	ME Center	Suntou, Shizuoka	459	2	75	75
	R&D Center (Shonan Center)	Ashigarakami, Kanagawa	5,663	63	173	148
	Terumo Clinical Supply Co., Ltd.	Kakamigahara, Gifu	647	4	32	32
	Terumo Yamaguchi Corporation and Terumo Yamaguchi D&D Corporation*	Yamaguchi, Yamaguchi	22,163	228	1,145	1,137
Americas	Terumo Medical Corp. and Terumo Cardiovascular Systems Corp.	Maryland, USA	14,431	68	636	454
	Terumo Cardiovascular Systems Corp. and Terumo Heart, Inc.	Michigan, USA	2,745	5	61	19
	Terumo Cardiovascular Systems Corp.	Massachusetts, USA	357	2	147	147
	MicroVention, Inc.	California, USA	2,168	13	700	283
	Terumo BCT, Inc.	Colorado, USA	10,684	65	1,053	657
	Bolton Medical, Inc.	Florida, USA	648	4	477	294
	Terumo Puerto Rico LLC	Commonwealth of Puerto Rico	1,013	2	82	40
	MicroVention Costa Rica, S.r.l	San Jose, Costa Rica	140	22	569	556
	TFB Manufacturing S.r.l (Terumo BCT Costa Rica factory)	Cartago, Costa Rica	35	8	54	54
	Kalila Medical, Inc.	California, USA	100	2	44	22
Europe	Terumo Europe NV	Leuven, Belgium	3,838	34	634	634
	Terumo UK, Ltd.	Liverpool, UK	121	1	27	22
	Vascutek Ltd.	Glasgow, UK	946	34	259	259
	Terumo BCT, Ltd.	Larne, UK	2,453	53	335	335
Asia	Terumo Medical Products (Hangzhou) Co., Ltd.	Zhejiang, China	22,476	397	1,035	994
	Terumo (Philippines) Corp.	Laguna, Philippines	27,590	239	1,825	1,660
	Terumo Penpol Pvt. Ltd.	Kerala, India	7,879	28	676	552
	Terumo Vietnam Co., Ltd.	Vinh Phuc, Vietnam	3,841	200	505	379
	Terumo BCT Vietnam Co., Ltd.	Dong Nai, Vietnam	15,837	123	1,137	910
	Essen Technology (Beijing) Co.,Ltd.	Beijing, China	2,096	10	9	9

* Terumo Yamaguchi D&D Corporation was merged into Terumo Yamaguchi Corporation on October 1, 2022.

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Independent Assurance Statement

INDEPENDENT ASSURANCE STATEMENT

To: Terumo Corporation



Bureau Veritas Japan Co., Ltd. (Bureau Veritas) has been engaged by Terumo Corporation (Terumo) to provide limited assurance over sustainability information selected by Terumo. This Assurance Statement applies to the related information included within the scope of work described below.

Selected information

The scope of our work was limited to assurance over the following information included within Terumo Report 2022 for the period of April 1, 2021 through March 31, 2022 (the 'Selected Information'):

- 1) Greenhouse gas emissions from business operations of Terumo Group's 47 sites within Japan (six factories, two R&D bases, two headquarters offices, 36 sales offices and one facility for simulated medical experience) and 21 factories outside Japan
 - Scope 1 emissions (CO₂ from energy use)
 - Scope 2 emissions (market-based)

Reporting criteria

The Selected Information needs to be read and understood together with the internal reporting criteria defined by Terumo.

Limitations and Exclusions

Excluded from the scope of our work is any verification of information relating to:

- Activities outside the defined verification period;
- Any other information which is not listed as the 'Selected Information'.

This limited assurance engagement relies on a risk based selected sample of sustainability data and the associated limitations that this entails. This independent statement should not be relied upon to detect all errors, omissions or misstatements that may exist.

Responsibilities

This preparation and presentation of the Selected Information are the sole responsibility of the management of Terumo.

Bureau Veritas was not involved in the drafting of the Selected Information or of the Reporting Criteria.

Our responsibilities were to:

- obtain limited assurance about whether the Selected Information has been prepared in accordance with the Reporting Criteria;
- form an independent conclusion based on the assurance procedures performed and evidence obtained; and
- report our conclusions to the Directors of Terumo.

**Assessment Standard**

We performed our work in accordance with International Standard on Assurance Engagements (ISAE) 3000 (Revised), Assurance Engagements Other than Audits or Reviews of Historical Financial Information (Effective for assurance reports dated on or after December 15, 2015) issued by the International Auditing and Assurance Standards Board.

For the greenhouse gas emissions data, we undertook verification in accordance with the requirements of ISO14064-3 (2019); Greenhouse gases - Part 3: Specification with guidance for the verification and validation of greenhouse gas statements.

Summary of work performed

As part of our independent verification, our work included:

1. Conducting interviews with relevant personnel of Terumo;
2. Reviewing the data collection and consolidation processes used to compile Selected Information, including assessing assumptions made, and the data scope and reporting boundaries;
3. Reviewing documentary evidence provided by Terumo;
4. Reviewing Terumo systems for quantitative data aggregation and analysis;
5. Verification of sample of data back to source by carrying out three physical site visits and reviewing one site remotely, selected on a risk based bases at the following locations:
 - [Physical site visit]
 - Terumo Corporation Head Office
 - Terumo Corporation Kofu Factory
 - Terumo Corporation Shonan Center
 - [Remote review]
 - Terumo (Philippines) Corp.
6. Reperforming a selection of aggregation calculations of the Selected Information;
7. Comparing the Selected Information to the prior year amounts taking into consideration changes in business activities, acquisitions and disposals.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement.

Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

Verified greenhouse gas emissions

We performed our verification work on greenhouse gas emissions data in accordance with the requirements of ISO14064-3(2019).

Verified data in greenhouse gas assertion made by Terumo are as follows.



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	Greenhouse gas emissions [t-CO ₂ e]	Boundary
Scope 1 (CO ₂ from energy use)	66,667	Greenhouse gas emissions from business operations of Terumo Group's 47 sites within Japan (six factories, two R&D bases, two headquarters offices, 36 sales offices and one facility for simulated medical experience) and 21 factories outside Japan for the period of April 1, 2021 through March 31, 2022
Scope 2 (market-based)	191,637	

Conclusion

On the basis of our methodology and the activities described above:

- Nothing has come to our attention to indicate that the Selected Information has not been properly prepared, in all material respects, in accordance with the Reporting Criteria;
- It is our opinion that Terumo has established appropriate systems for the collection, aggregation and analysis of quantitative data within the scope of our work.

Statement of Independence, Integrity and Competence

Bureau Veritas is an independent professional services company that specialises in quality, environmental, health, safety and social accountability with over 190 years history. Its assurance team has extensive experience in conducting verification over environmental, social, ethical and health and safety information, systems and processes.

Bureau Veritas operates Quality Management System which complies with the requirements of globally recognized quality management standard, and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Bureau Veritas has implemented and applies a Code of Ethics, which meets the requirements of the International Federation of Inspections Agencies (IFIA), across the business to ensure that its employees maintain integrity, objectivity, professional competence and due care, confidentiality, professional behavior and high ethical standards in their day-to-day business activities.

Bureau Veritas Japan Co., Ltd.
Yokohama, Japan
September 30, 2022

