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Human Resources and Labor Data

Associate Data

		FY2015	FY2016	FY2017
Number of associates by geographic area (consolidated)*1	Japan	5,310	5,297	5,417
	Europe	1,856	2,198	2,510
	Americas	6,995	8,299	9,582
	Asia and others	6,536	6,647	5,810
	Total	20,697	22,441	23,319
Number of associates (non-consolidated)*2	Male	4,151	4,057	4,079
	Female	695	672	702
	Overseas associates	55	4	–
	Total	4,901	4,733	4,781
	Ratio of female associates (%)	–	–	14.7
Average age*2	Male	41.86	42.28	42.50
	Female	36.16	36.75	36.97
	Total	41.06	41.51	41.70
Average years of service*2	Male	18.9	19.3	19.3
	Female	12.2	12.7	12.7
	Total	18.0	18.4	18.4
Average salary (yen)*2	Male	–	–	–
	Female	–	–	–
	Total	7,270,416	7,409,163	7,433,730
New hires*2	Male	166	94	136
	Female	57	29	57
	Total	223	123	193
Voluntary turnover (resigning due to personal reasons) (employees)*2	Male	67	65	57
	Female	27	35	29
	Total	94	100	86
Employee turnover rate (%)*2	Male	1.6	1.6	1.4
	Female	3.9	5.0	4.1
	Total	1.9	2.1	1.8

*1 Scope: Terumo Group

*2 Scope: Terumo Corporation

Promotion of Diversity

		FY2015	FY2016	FY2017
Number and ratio of female managers*1	Number of female managers	49	57	61
	Ratio of female managers (%)	4.9	5.7	6.1
Number and ratio of retirees rehired under TES*2	Retirees	62	79	75
	Number of retirees rehired under TES	44	57	65
	Ratio of retirees rehired under TES	71	72	87
Ratio of employees with disabilities (%)*2		2.13	2.10	2.16

*1 Scope: Domestic Terumo Corporation associates and Japanese associates dispatched or seconded to Group companies

*2 Scope: Terumo Corporation

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Promotion of Work Style Revolutions

		FY2015	FY2016	FY2017	
Number of associates taking maternity and childcare leave	Associates taking maternity leave	25	36	47	
	Associates taking childcare leave	Female	53	55	78
		Male	45	68	72
	Ratio of associates returning to work after maternity leave (%)	100	100	100	
Number of associates taking nursing care leave*	Ratio of applicable male associates taking childcare leave (%)	Male	31.5	50.0	48.6
	Associates taking special nursing care leave	1	0	2	
	Associates taking long-term nursing care leave	0	4	20	
Associates using the work-at-home system	Associates taking leave for family illness	10	15		
		Registered associates	Male	3	4
		Female	31	35	49
	Associates using system	Male	2	2	8
	Female	25	27	43	
Number of former associates rehired	Registered former associates	8	6	4	
	Rehired associates	1	1	1	
Ratio of paid vacation days taken (%)		64.5	65.4	68.0	

Scope: Terumo Corporation

* Excludes half-day leave (nursing care/family illness)

Nursing care and family illness displayed as a combined total from fiscal 2017

Initiatives to Prevent Work-Related Accidents

	FY2015	FY2016	FY2017
Accidents resulting in lost work days	4	2	3
Frequency rate	0.44	0.23	0.34
Severity rate	0.00	0.02	0.85

Scope: Terumo Corporation

Promotion of Kenko Keiei

(1) Reduction of the Ratio of Smokers and the Ratio of Associates Diagnosed with Metabolic Syndrome

Ratio of Smokers and the Ratio of Associates Diagnosed with Metabolic Syndrome*¹

	FY2013	FY2014	FY2015	FY2016	FY2017* ²
Ratio of smokers (%)	33.5	32.5	31.2	25.8	24.7
Ratio of associates diagnosed with metabolic syndrome* ¹ (%)	22.2	22.2	24.5	23.8	23.8

*¹ 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 The ratio of smokers in fiscal 2017 was calculated using data collected in May 2018.

(2) Early Diagnosis and Treatment of Cancer to Return Associates to the Workplace

Ratio of Associates Undergoing Cancer Screening in Fiscal 2017*

Stomach (%)	91.6
Colon (%)	86.1
Upper abdomen (%)	92.7
Lung (sputum) (%)	28.3
PSA (%)	80.7
Breast (%)	69.9
Cervix (%)	61.0

* Figures are based on data collected in May 2018.

(3) Women's Health

Breast Cancer and Cervical Cancer Screening Rate

	FY2013	FY2014	FY2015	FY2016	FY2017*
Breast cancer screening rate (%)	60.6	60.6	68.9	71.5	69.9
Cervical cancer screening rate (%)	55.9	54.8	60.9	62.4	61.0

* The breast cancer and cervical cancer screening rate in fiscal 2017 was calculated using data collected in May 2018.

Environmental Data

CO₂ Emissions

	FY2005	FY2013	FY2014	FY2015	FY2016	FY2017
Japan (t-CO ₂)	111,690	121,915	124,291	126,904	128,591	128,979
Overseas (t-CO ₂)	78,860	131,454	126,176	132,800	132,728	138,632
Total (t-CO ₂)	190,550	253,369	250,467	259,704	261,319	267,611
Index per unit of consolidated net sales/revenue (FY2005=100)	100	70	66	64	66	59

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

CO₂ Emissions in Fiscal 2017 (Scope 1 and Scope 2)

	Scope 1	Scope 2	Total
Japan (t-CO ₂)	40,102	88,877	128,979
Overseas (t-CO ₂)	17,851	120,781	138,632
Total (t-CO ₂)	57,953	209,658	267,611

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

CO₂ Emissions in Fiscal 2017 (Scope 3)

(t-CO₂)

Category	Emissions volume	Method of calculation
Category 1	2,121,971	Calculated by aggregating emissions per unit of revenue and emissions intensities by division using relevant industry charts
Category 2	130,536	Calculated by aggregating emissions intensities per unit of capital goods price for annual capital expenditure amounts
Category 3	17,013	Calculated by aggregating emissions intensities of electricity and steam consumption amounts
Category 4	684,585	Calculated by aggregating emissions per unit of revenue and emissions intensities by division using relevant industry charts
Category 5	9,122	Calculated by aggregating emissions intensities of waste amounts
Category 6	3,031	Calculated by aggregating emissions intensities based on employee numbers
Category 7	4,780	Calculated by aggregating emissions intensities based on employee numbers
Category 8	1,297	Calculated by aggregating emissions from vehicles leased in Japan
Category 9	435,881	Calculated by aggregating emissions per unit of revenue and emissions intensities by division using relevant industry charts
Category 10	—	Not applicable as emissions from processing within the Group are included under Scope 1 and Scope 2
Category 11	4,571	Calculated based on life span and electricity consumption of principal medical electronics (pumps)
Category 12	987	Calculated by aggregating emissions per unit of revenue and emissions intensities by division using relevant industry charts
Category 13	—	Not applicable as emissions associated with lease assets are accounted for under use of sold products
Category 14	—	Not applicable as no facilities considered franchises exist
Category 15	—	Not applicable as no emissions were generated through investment
Total	3,413,773	

* Emissions intensities used in calculations are based on the database of emissions intensities for calculating organization greenhouse gases across the supply chain provided by the Ministry of the Environment (Ver. 2.5).

Scope: Terumo Group

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Energy Consumption

Fuel Type	FY2015	FY2016	FY2017
Electricity (GJ)	1,506,279	1,525,594	1,552,236
City gas (GJ)	1,055,107	1,016,203	1,006,781
LPG (GJ)	27,868	26,037	27,837
Heavy oil (GJ)	20,119	20,060	19,941
Diesel (GJ)	22,595	13,397	4,401
Steam (GJ)	124,645	130,164	132,356
Gasoline (GJ)	615	598	363
Total (GJ)	2,749,115	2,720,407	2,893,202
Consumption per unit of product net sales/revenue (GJ/¥100 million)	524	529	492

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

Renewable Energy Use in Fiscal 2017

Photovoltaic power (kWh)	303,143
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Scope: Terumo Group

Recycling Volume and Rate

		FY2013	FY2014	FY2015	FY2016	FY2017
Japan	Total waste (t)	10,012	9,770	8,878	8,857	8,843
	Volume recycled (t)	9,507	9,466	8,647	8,545	8,560
	Recycling rate (%)	95.0	96.9	97.4	96.5	96.8
Overseas	Total waste (t)	7,367	7,579	7,255	7,755	9,044
	Volume recycled (t)	5,104	5,237	5,052	5,411	6,655
	Recycling rate (%)	69.3	69.1	69.6	69.8	73.6
Total	Total waste (t)	17,379	17,349	16,133	16,612	17,888
	Volume recycled (t)	14,611	14,703	13,699	13,956	15,214
	Recycling rate (%)	84.1	84.7	84.9	84.0	85.1

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

Landfill Waste

	FY2013	FY2014	FY2015	FY2016	FY2017
Total emissions (t)	10,012	9,770	8,878	8,857	8,843
Landfill waste (t)	37	23	17	18	17
Ratio of landfill waste to total emissions (%)	0.37	0.24	0.19	0.20	0.19

Scope: Terumo Group business sites in Japan

Collection and Recycling of Small Rechargeable Batteries in Fiscal 2017

Nickel-cadmium batteries (kg)	3,149
Nickel-metal hydride batteries (kg)	2,480
Lithium-ion batteries (kg)	550
Sealed lead-acid batteries (kg)	912

Scope: Terumo Corporation business sites in Japan

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Water Use Volume

	FY2013	FY2014	FY2015	FY2016	FY2017
Japan (1,000 m ³)	3,736	3,658	3,710	3,734	3,741
Overseas (1,000 m ³)	1,247	1,299	1,402	1,421	1,542
Total (1,000 m ³)	4,983	4,957	5,112	5,155	5,283
Per unit of consolidated net sales/revenue (1,000 m ³ /100 millions of yen)	1.066	1.013	0.974	1.003	0.899

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

Dichloromethane Emissions

	FY2013	FY2014	FY2015	FY2016	FY2017
Emissions (t)	78	82	77	76	68

Scope: Terumo Group business sites in Japan

Ethylene Oxide Amount used and Emissions

	FY2013	FY2014	FY2015	FY2016	FY2017
Amount used (t)	95	100	89	90	88
Emissions (t)	3	4	3	3	2

Scope: Terumo Corporation business sites in Japan

HCFC-225 Emissions

	FY2013	FY2014	FY2015	FY2016	FY2017
Emissions (t)	49	30	26	21	21

Scope: Terumo Corporation business sites in Japan

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Amount of PRTR Substances Used, Emitted, and Transferred in Fiscal 2017

(t)

Substance		Fujinomiya Factory	Ashitaka Factory	Kofu Factory	R&D Center (Shonan Center)	Total
Ethylene oxide gas	Amount used	8.1	63.3	16.1	0.0	87.5
	Amount emitted	0.1	0.9	0.8	0.0	1.8
	Amount transferred	0.0	0.0	0.0	0.0	0.0
1, 2-dichloroethane	Amount used	0.0	2.2	0.0	0.0	2.2
	Amount emitted	0.0	1.6	0.0	0.0	1.6
	Amount transferred	0.0	0.0	0.0	0.0	0.0
HCFC-141b	Amount used	2.5	0.0	0.0	0.0	2.5
	Amount emitted	1.7	0.0	0.0	0.0	1.7
	Amount transferred	0.0	0.0	0.0	0.0	0.0
HCFC-225	Amount used	11.9	16.3	5.0	0.0	33.2
	Amount emitted	5.7	11.8	3.0	0.0	20.5
	Amount transferred	0.2	0.0	0.0	0.0	0.2
Dichloromethane	Amount used	0.1	6.5	147.0	0.1	153.7
	Amount emitted	0.1	3.8	64.2	0.0	68.1
	Amount transferred	0.0	0.0	0.0	0.1	0.1
Toluene	Amount used	0.8	0.0	5.4	0.5	6.8
	Amount emitted	0.3	0.0	0.6	0.0	0.9
	Amount transferred	0.5	0.0	4.8	0.5	5.9
Di (2-ethylhexyl) phthalate	Amount used	353.5	1.9	106.2	0.0	461.6
	Amount emitted	0.0	0.0	0.0	0.0	0.0
	Amount transferred	0.0	0.0	3.2	0.0	3.2
Hydrogen fluoride	Amount used	0.0	19.5	0.1	0.0	19.6
	Amount emitted	0.0	1.4	0.0	0.0	1.4
	Amount transferred	0.0	0.0	0.0	0.0	0.0
n-hexane	Amount used	0.0	6.0	0.0	0.0	6.0
	Amount emitted	0.0	3.0	0.0	0.0	3.0
	Amount transferred	0.0	3.0	0.0	0.0	3.0
N, N-dimethylformamide	Amount used	0.0	6.4	0.0	0.0	6.4
	Amount emitted	0.0	4.2	0.0	0.0	4.2
	Amount transferred	0.0	0.0	0.0	0.0	0.0

Scope: Terumo Corporation business sites in Japan

Green Purchasing in Fiscal 2017

	Overall purchases	Green purchases	
Units	117,947	53,956	46%
Cost (thousands of yen)	107,014	39,546	37%

Scope: Terumo Corporation business sites in Japan

Site Data (Manufacturing and R&D Sites) for Fiscal 2017

Region	Site	Location	CO ₂ emissions (t)	Water use (1,000 m ³)	Total waste (t)	Hazardous waste (t)	Recycled amounts (t)
Japan	Fujinomiya Factory	Fujinomiya, Shizuoka	43,964	1,829	2,553	12	2,533
	Ashitaka Factory	Fujinomiya, Shizuoka	20,997	535	1,838	63	1,794
	Kofu Factory	Nakakoma, Yamanashi	43,087	1,166	3,865	3	3,671
	ME Center	Suntou, Shizuoka	355	6	83	0.4	83
	R&D Center (Shonan Center)	Ashigarakami, Kanagawa	5,944	73	201	41	182
	Terumo Clinical Supply Co., Ltd.	Kakamigahara, Gifu	770	6	31	1	31
	Terumo Yamaguchi Corp. Terumo Yamaguchi D&D Corporation	Yamaguchi, Yamaguchi	12,273	120	242	170	235
Americas	Terumo Medical Corp. and Terumo Cardiovascular Systems Corp.	Maryland, USA	17,436	41	602	77	216
	Terumo Cardiovascular Systems Corp. and Terumo Heart, Inc.	Michigan, USA	3,922	8	89	11	48
	Terumo Cardiovascular Systems Corp.	Massachusetts, USA	527	2	173	0	173
	MicroVention, Inc.	California, USA	4,261	10	372	109	40
	Terumo BCT, Inc.	Colorado, USA	15,285	87	1,860	10	1,505
	Bolton Medical, Inc.	Florida, USA	1,004	2	360	8	264
	Terumo Puerto Rico LLC	Commonwealth of Puerto Rico	1,141	2	86	2	40
	MicroVention Costa Rica, S.R.L	San Jose, Costa Rica	303	14	185	7	179
Europe	Terumo Europe NV	Leuven, Belgium	8,169	38	474	63	341
	Terumo UK, Ltd.	Liverpool, UK	183	1	90	0	90
	Vascutek Ltd.	Glasgow, UK	2,495	9	232	51	181
	Terumo BCT, Ltd.	Larne, UK	4,546	37	226	2	181
Asia	Terumo Medical Products (Hangzhou) Co., Ltd.	Zhejiang, China	32,498	611	1,103	103	922
	Terumo (Philippines) Corp.	Laguna, the Philippines	22,291	278	1,275	102	1,215
	Terumo Penpol Private, Ltd.	Kerala, India	9,156	30	581	1	563
	Terumo Vietnam Co., Ltd.	Vinh Phuc, Vietnam	7,745	155	682	47	240
	Terumo BCT Vietnam Co., Ltd.	Dong Nai, Vietnam	7,672	217	655	16	456