

Sustainability at the Terumo Group

Approach to Sustainability

Under the group mission of “Contributing to Society through Healthcare,” the Terumo Group strives to provide a stable supply of high-quality medical equipment and services to patients and medical settings throughout the world, as well as resolve the various challenges facing healthcare.

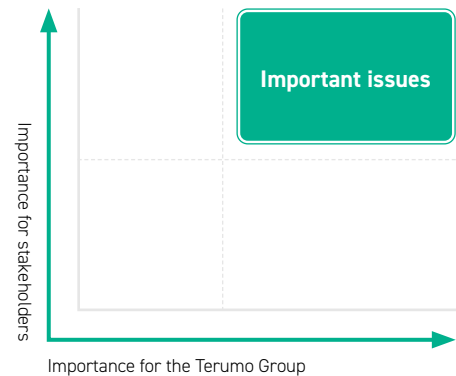
To realize this group mission, Terumo has established its Core Values, which are the values that connect all Terumo employees (associates) around the world. Based on the Core Values, the Terumo Group determines priorities for sustainability that must be put into practice in the course of daily business activities. The Group will strive for balance between the realization of a sustainable society and the achievement of its sustainable growth by promoting these priorities, while communicating with patients, medical professionals, and other stakeholders.

Sustainability Priorities

The Terumo Group is working to resolve social issues, including issues in healthcare, and balance the realization of a sustainable society with the sustainable growth of the Terumo Group, while taking the United Nations Sustainable Development Goals (SDGs) into account.

The Process for Determining Sustainability Priorities

The Terumo Group determines priorities according to the following process:



*1 GRI (Global Reporting Initiative): A nonprofit organization based in the Netherlands that advocates sustainability reporting guidelines

*2 SASB (Sustainability Accounting Standards Board): A nonprofit organization in the U.S. that aims to develop and spread sustainability accounting standards

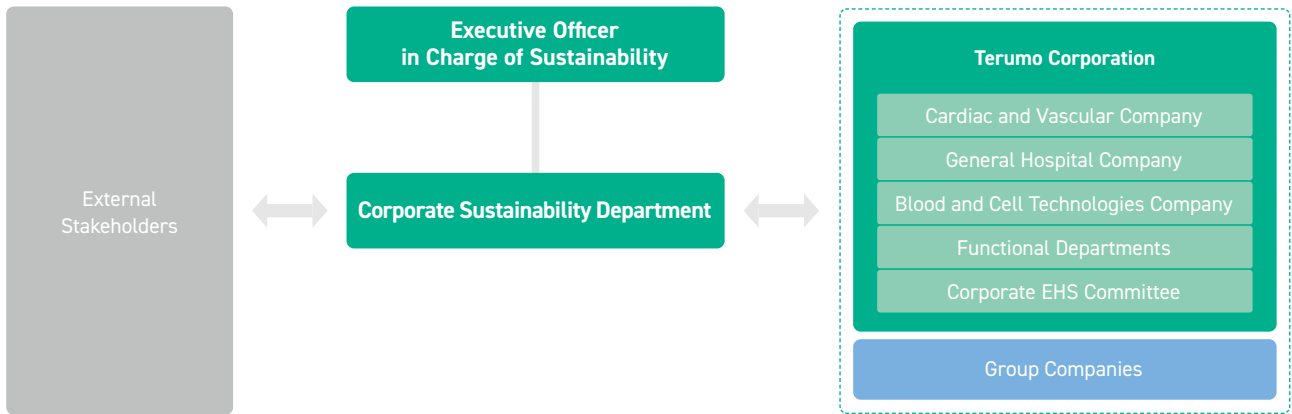
Sustainability Priorities

Core Values	Sustainability Priorities	Related United Nations SDGs*
Respect – Appreciative of others	Ensuring occupational safety and promoting health	 
	Creating workplace environments where diverse associates can demonstrate their skills and abilities	 
Integrity – Guided by our mission	Promoting compliance	 
	Reducing the environmental impact of our business operations	  
	Promoting responsible procurement	  
	Building relationships of trust through dialogue with stakeholders	
Care – Empathetic to patients	Improving access to healthcare	 
Quality – Committed to excellence	Ensuring the safety and quality of products and services	 
	Managing supply chains that support stable supply	 
Creativity – Striving for innovation	Resolving healthcare challenges through innovation	  

* "Related United Nations SDGs" under "EHS Goals and Achievements" on page 51 indicate SDGs relevant to each EHS initiative. Meanwhile, the "Related United Nations SDGs" on this page focus on SDGs that are highly relevant to each sustainability priority for the Terumo Group as a whole.

Sustainability Management

The Corporate Sustainability Department was established in April 2018. Its purpose is to coordinate and promote activities throughout the Group. Working together with related departments, committees, and Group companies, the Corporate Sustainability Department sets action policies and priorities related to sustainability, finds ways to disseminate them throughout the Group, and promotes specific initiatives. It also interacts with internal and external stakeholders, sharing information and engaging in discussions, in order to understand the expectations of society for the Terumo Group and reflect them in its initiatives.



Human Rights Initiatives

On Human Rights Day (December 10) in 2019, Terumo announced its Terumo Group Human Rights Policy.

The Terumo Group Human Rights Policy is aimed at clarifying Terumo Group’s position on and responsibility toward human rights and expressing the Group’s commitment to living up to the expectations of society with regard to human rights. The policy expresses the Group’s support and respect for the United Nations Guiding Principles on Business and Human Rights. As Terumo is a company that provides products and services relating to the lives and health of people, the policy defines priority themes related to human rights such as creating safe and worker-friendly environments, complying with fair labor practices, and ensuring the quality and safety of products and services. Additionally, suppliers are requested to exercise respect for human rights based on the Terumo Group Procurement Policy and Supplier Guidelines.

To support the Company in practicing human rights due diligence (assessing, preventing, and reducing the adverse impacts on human rights that business activities may have in society), a working group was assembled in fiscal 2020 comprising members from the Corporate Sustainability Department, the Human Resources Department, the Legal and Compliance Department, the Procurement Department, and the Environmental Management Department. Going forward, we will advance initiatives focused on our priority themes, and the progress of these initiatives will be disclosed through venues such as Terumo’s corporate website.



Regulations and Standards “Terumo Group Human Rights Policy”
<https://www.terumo.com/about/regulation/>

Participation in Initiatives

United Nations Global Compact

In 2012, Terumo became a signatory to the United Nations Global Compact. This action reflects Terumo's agreement with the Ten Principles of the compact, which relate to human rights, labor practices, the environment, and anti-corruption measures. Under the group mission of "Contributing to Society through Healthcare," the Terumo Group is striving to practice these principles throughout the course of its business operations.

WE SUPPORT



Science Based Targets Initiative

The Terumo Group has received certification from the Science Based Targets initiative, an international organization, indicating that its greenhouse gas emissions reduction targets for fiscal 2030 are based on scientific evidence. Guided by these targets, we are engaged in a concerted Group effort to address the global issue that is reducing climate change risks.



SCIENCE
BASED
TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

External Recognition

2020 CONSTITUENT MSCI JAPAN EMPOWERING WOMEN INDEX (WIN)

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SOMPO
Sustainability Index



Health & Productivity Stock Selection
(selected for six consecutive years since fiscal 2014)