

Sustainability Report FY25

April 2025–March 2026



Seedling sprouting among the waste, during the environmental volunteer day, Guacalillo Beach, Puntarenas, Costa Rica

Contents

01

Vision and
Strategy

02

Introduction

03

EHS Management
Model
We respond to GS
2026

04

Activities:
• Environmental
and Social
Dimension

• Health
and Safety
Dimension

05

Contribution
to the priority
Sustainable
Development
Goals

Vision and Strategy

EHS Vision and Mission

To be agents of change, generating impact through adding value.

1 Results

Deliver excellent results.

2 A Team

Working together with other functional areas to make things happen.

3 Adding value

Ensure that every action in EHS is intended to add value to the organization.

4 Strategic alignment

The EHS-ESG strategy must be aligned with the organization's overall strategy.

5 Stakeholders

The needs of all internal and external stakeholders must be taken into consideration.



Introduction

In my capacity as Associate Director of Environment, Health & Safety (EHS) at Terumo Neuro, I am pleased to present the FY25 Sustainability Report, covering the fiscal period from April 2025 to March 2026. This report consolidates the organization's progress, results, and commitments regarding environmental, social, health, safety, and governance matters. These efforts are aligned with Terumo's global corporate strategy and our core purpose of contributing to society through innovation in healthcare.

Sustainability constitutes a fundamental pillar of our business management and a key enabler for long-term value creation. Within the EHS department, we promote a comprehensive approach that integrates EHS criteria into decision-making, risk management, and operational performance. This ensures regulatory compliance, continuous improvement, and seamless alignment with the Terumo Group's strategic objectives.

Throughout FY25, we strengthened our EHS management model by consolidating governance structures, control processes, and monitoring mechanisms that allow for the systematic management of our impacts and opportunities. This report responds to the 2026 Global Sustainability Goals (GS) and reflects the organization's progress in integrating sustainability into its operations, organizational culture, and stakeholder engagement.

In the environmental sphere, we implemented initiatives focused on biodiversity conservation, waste reduction, energy efficiency, responsible resource management, and climate action, including progress toward nationally and internationally recognized certifications and programs. Concurrently, we reinforced our social commitment

through comprehensive wellness programs, occupational health, talent development, diversity and inclusion, as well as actions designed to generate a positive impact in the communities where we operate.

Regarding health and safety, we reaffirm our absolute priority for the protection of our people through the implementation of preventive programs, the promotion of healthy lifestyles, and the strengthening of occupational and road safety. Furthermore, our focus on the continuous improvement of performance indicators has yielded positive results compared to previous fiscal periods.

Finally, this report showcases Terumo Neuro's contribution to the priority Sustainable Development Goals (SDGs), highlighting the clear connection between our local actions and global commitments. I would like to express my gratitude for the leadership, collaboration, and dedication of the multidisciplinary teams that made this report possible. Their contribution reinforces our conviction that responsible management, founded on high EHS and sustainability standards, is essential for the sustainable growth and resilience of Terumo Neuro.

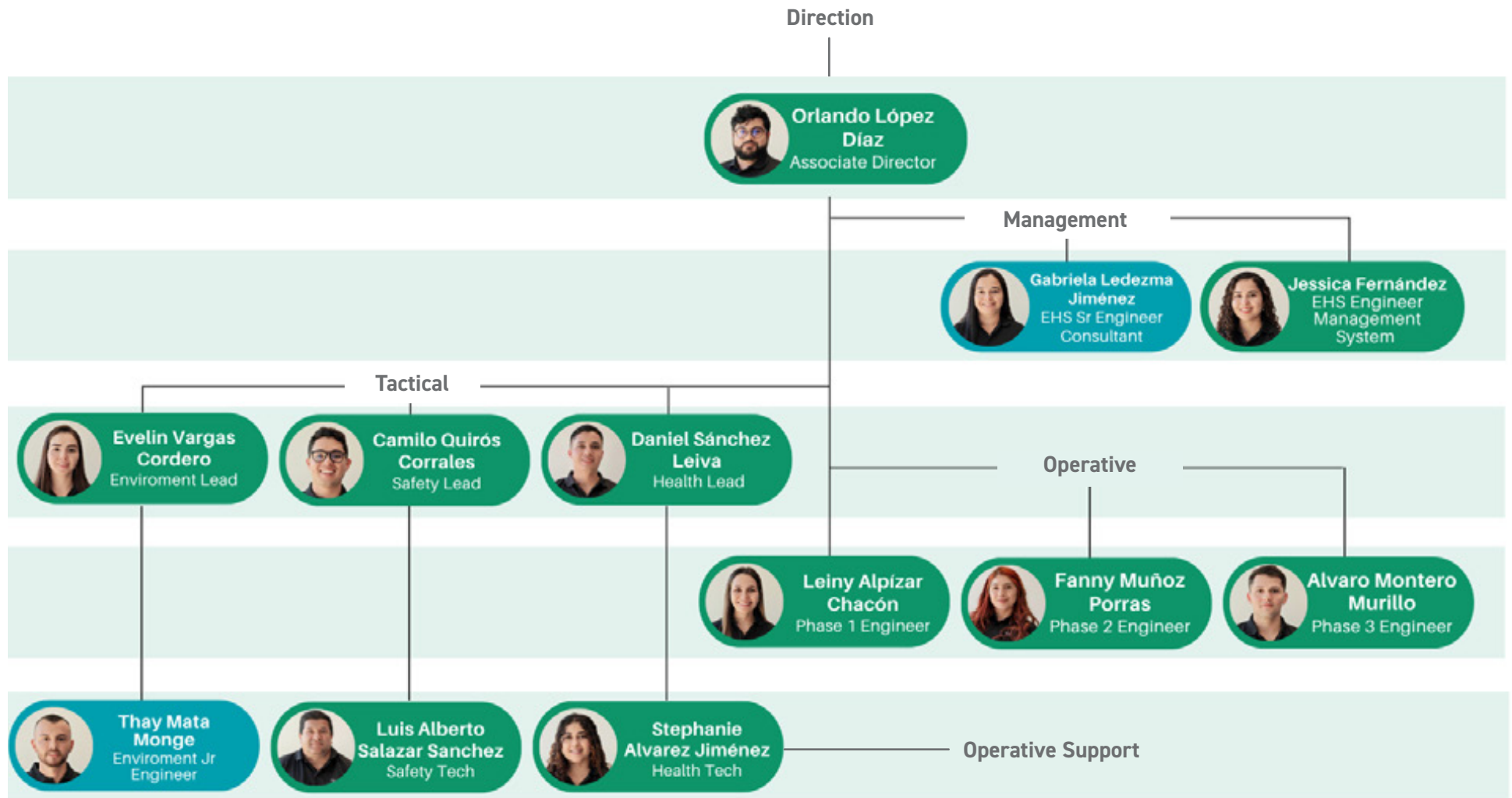


Orlando López Díaz

Associate Director, Global Environmental,
Health and Safety

EHS Management Model

We respond to GS 2026



Activities:

Environmental and Social Dimension

Participation of Employee Families in the Blue Flag Ecological Program:

Promoting Sustainable Homes

Terumo Neuro CR actively promotes the participation of its employees' families in the Ecological Blue Flag Program, Sustainable Homes category, as part of its comprehensive sustainability and corporate social responsibility strategy.

This initiative seeks to extend environmental awareness beyond the workplace, promoting responsible practices in employees' homes, such as efficient water and energy use, proper waste management, responsible consumption, and family environmental education.

Since FY24, Terumo Neuro CR has supported more than **8 families** in this great initiative that positively impacts not only the participating families, but also their local communities, thus strengthening shared environmental responsibility and consolidating a culture of sustainability that transcends the workplace.



Participation in the Blue Flag Ecological Program as Part of Terumo Neuro's Environmental Commitment

Since FY21, Terumo Neuro Costa Rica has actively participated in the "Blue Flag Ecological Program", an inter-institutional initiative developed by various public entities that ensure its administration and technical evaluation, thus consolidating the commitment to environmental sustainability, continuous improvement and strengthening of environmental management.

To receive stars in the Blue Flag Ecological Program, participants must meet the requirements in a phased and progressive manner. First, they must achieve between 90% and 100% of the baseline parameters to obtain the first star.

From then on, each additional star — from the second to the fifth — is awarded only if the requirements for the previous star have been fully met and additional efforts or improvements in the environmental actions established by the program are demonstrated.

In FY24, Terumo Neuro Costa Rica received the Blue Flag Ecological Award in the climate change category, with the award of 3 stars. This recognition reflects the rigorous compliance with the criteria established by the program and the implementation of additional actions that exceed the basic requirements, demonstrating outstanding performance in key areas such as energy efficiency, integrated waste management, rational use of water resources, and environmental awareness of staff.



The awarding of four stars in the Blue Flag Ecological Program reaffirms the company's strategic vision towards sustainability, demonstrating that continuous improvement and collective commitment generate measurable and high-impact results.



Participation in the Country Carbon Neutrality Program

Carbon Reduction Category

During FY25, Terumo Neuro Costa Rica strengthened its climate strategy by joining the Carbon Neutrality Country Program 2.0 (PPCN), Carbon Reduction category, reaffirming its commitment to climate change mitigation and the continuous improvement of its environmental performance.

Within this initiative, the organization consolidated its greenhouse gas (GHG) emissions inventory, implemented concrete reduction actions, and strengthened its monitoring and control mechanisms, integrating emissions management into its operational and decision-making model. For disclosure and communication purposes, the organization's reportable inventory for FY24 is as follows:

Inventory Category	Reported Emissions	Uncertainty
Direct emissions (Scope 1)	684,84	± 30,9%
Indirect emissions (Scope 2 and 3)	14 660,80	± 2,1%
Total emissions	15 345,63	± 2,7%

Climate change mitigation efforts have initially focused on the Costa Rica manufacturing plant, which represents approximately 58% of the global workforce and is Terumo Neuro's largest production center. As part of expanding the assessed scope, the Aliso Viejo, California plant will be included in FY26, and the Costa Rica site will be certified as Carbon Neutral to further strengthen corporate climate management.

The **GHG reduction project implemented during FY24** as part of the continuous improvement approach promoted by **the Carbon Reduction category**:

Implemented project



Optimization of energy use

in the F1/F2 plant chillers.

Program focus



Continuous improvement

in accordance with the guidelines of the Carbon Reduction category.

Reduction in electricity consumption



92 058,93 kWh less compared to the base consumption defined by the Energy Management System (SGEn).

Reduction in emissions



11,69 tonnes of CO e (t CO equivalent) during FY24

Organizational impact



Direct reduction of carbon footprint and evidence of the effectiveness of the technical actions applied.



Energy Management System Certification - ISO 50001



Since 2020, Terumo Neuro Costa Rica has been certified under the Energy Management System.

According to the ISO 50001, consolidating a structured model for the continuous improvement of energy performance. This certification has been maintained consistently to date, demonstrating the organization's commitment to operational efficiency, cost reduction, and mitigation of environmental impacts.

Maintaining ISO 50001 certification has solidified a data-driven approach and a commitment to continuous improvement, enabling the company to transform energy efficiency into a strategic advantage. This system not only contributes to reducing the environmental footprint but also generates sustainable economic value, strengthening organizational resilience to fluctuations in energy costs and regulatory requirements.

Energy consumption reduction projects:

Year of Implementation	Description	Savings (Kw/h)
FY 2022 & 2023	Cleanroom Lighting Schedule – Building B33	100,502.86
FY 2023 & 2024	Setpoint adjustment on compressors – Building B29	17,078.27
FY 2024 & 2025	Chiller 1 Changeover – Building B33	777,091.11

Project to reduce the consumption of plastic bottles in cafeteria areas

As part of its sustainability and circular economy strategy during FY24 Terumo Neuro Costa Rica implemented an initiative aimed at reducing the consumption of plastic bottles in cafes, promoting reusable alternatives and encouraging sustainable consumption habits.

As a result of this action, the generation of **39,126 plastic bottles** was avoided during FY25, equivalent to approximately 711 kg of plastic that was kept out of the waste stream. This achievement represents concrete progress in minimizing single-use waste and reducing the environmental impacts associated with the production, transportation, and disposal of plastic



Participation in the DonaTapa Project of the Costa Rican Chamber of Tourism

As part of its commitment to sustainability and corporate social responsibility, the company maintains a stake in the “DonaTapa” project of the Chamber of Tourism, an initiative aimed at collecting and valuing plastic bottle caps for environmental and social purposes.

Since its implementation in FY23, the company has managed to collect 855 kg of plastic caps



This action not only contributes to the reduction of plastic waste, but also promotes its reincorporation into recycling processes, promoting circular economy principles.

The DonaTapa project generates significant social value, as the resources obtained from recycling the bottle caps are used to support welfare and social assistance programs, such as the construction of retractable walkways to facilitate access for people with disabilities to beaches or areas with difficult access.

Participation in this project has fostered environmental awareness among employees, suppliers, and visitors, strengthening an organizational culture based on responsible waste management and conscious consumption.



Interview Process and Construction of the Double Materiality Analysis

During FY25, Terumo Neuro initiated the process of interviewing internal and external stakeholders in order to begin developing a Dual Materiality Analysis as part of consolidating the company's ESG strategy, aimed at identifying and prioritizing the most relevant impacts, risks, and opportunities for both the business and society and the environment.

A total of **seven interviews were conducted**, including with neighboring companies, the industrial park, and key suppliers in the value chain. This initiative marks a significant step forward in strengthening and integrating environmental, social, and governance criteria into the corporate strategy.

The interview process addressed topics of relevance and interest to Terumo Neuro:

Environmental

- Climate Change and/or Invasion of Ecosystems
- Energy Management
- Air Pollution and Emission Sources
- Resource Depletion
- Water Pollution
- Hazardous Waste
- Impact on Biodiversity
- Generation
- Wastewater
- Interaction with

Governance

- Corporate Culture
- Values and Business Purpose
- Political Commitment
- Stakeholder Relationship Management (including suppliers and vendors)
- Cybersecurity
- Corruption and Bribery
- Transparency
- Auditing
- Misappropriation of Assets

Internal Policy Framework

At Terumo Neuro, organizational policies are a cornerstone of corporate governance, establishing clear guidelines that shape conduct, decision-making, and responsible management at all levels of the organization. These policies define transparent expectations, promote fairness, and ensure the consistent application of operational, ethical, and legal standards throughout the company.

Currently, we have more than 15 formally implemented policies that strengthen our corporate culture based on integrity, respect, and responsibility, while ensuring compliance with applicable regulations, internal codes of ethics, and international best practices. In this way, they contribute to mitigating legal and reputational risks, strengthening internal controls, and consolidating a safe, inclusive, and respectful work environment.

Social

- Compliance with Labor Guarantees
- Working Hours
- Competitive Wages
- Communication Channels
- Freedom of Association for Interest Groups
- Labor Rights
- Human Rights
- Work-Life Balance
- Occupational Health and Safety
- Gender Equality
- Diversity and Inclusion
- Talent Development
- Child Labor
- Forced Labor
- Modern Slavery
- Confidentiality of Information

Social Community

- Social Conditions
- Access to Drinking Water
- Land Management
- Social Security in the Region
- Social Vulnerability
- Freedom of Expression
- External Communication
- Privacy
- Access to Company Information
- Child Protection
- Non-Discrimination
- Access to Services and Products
- Clean and Responsible Market Practices

Development of a Neuro Endovascular Talks program

in educational centers of the community

As part of our commitment to promoting health and preventing disease, Terumo Neuro Costa Rica launched a program of educational neurovascular talks for students in schools. These activities aim to raise awareness among the student population about the importance of brain health and the prevention of neurovascular diseases, providing clear information tailored to their educational level.

The talks cover topics such as the early identification of risk factors, the importance of healthy lifestyle habits—including a balanced diet, physical activity, and smoking prevention—as well as the importance of recognizing warning signs associated with cerebrovascular events. Through these initiatives, Terumo Neuro seeks to contribute to the development of more informed and aware communities regarding the importance of prevention and healthcare.

These actions are part of the company's social responsibility approach, aimed at generating value in the communities where it operates through education, prevention and health promotion programs.



Community Support Program

Through Solidarity Activities - Guacalillo

As part of its commitment to sustainability and the protection of the natural environment, Terumo Neuro Costa Rica promotes environmental volunteer days in the Guacalillo area, in the province of Puntarenas, Costa Rica; focused on the cleaning and conservation of marine-coastal ecosystems.

The Guacalillo area has experienced impacts associated with the accumulation of solid waste from the Greater Metropolitan Area for over two decades. Inadequate waste management has resulted in a significant portion being transported to the mouth of the Tárcoles River, causing substantial environmental damage. This situation has negatively impacted the local economy and the availability of employment opportunities for communities in the area.

This initiative involved all Terumo Costa Rica companies—Cartago and Alajuela facilities mobilizing employees in concrete actions for the collection and proper management of waste, contributing to the protection of biodiversity and the reduction of pollution in coastal areas.

During the reported period, three environmental volunteer days were carried out, in which recyclable and non-recyclable waste present on the beach was collected.

The following details the results obtained during the volunteer days carried out in Guacalillo.

Total recoverable waste: 1,169 kg

Total non-recyclable waste: 1,094 kg

Total collected: 2,263 kg



Terumo Neuro Telethon 2025

Telethon Terumo Neuro CR was a fundraising campaign held in December 2025, aimed at collecting gifts for children and adolescents in vulnerable situations. The activity actively promoted a culture of solidarity and volunteerism among the organization's **1,200 members**, aligning with the corporate commitment to generate a positive and sustainable social impact in neighboring communities.

This donation was made through the Construyendo Sonrisas Foundation, a partner organization responsible for distributing the donations to communities in vulnerable situations.



350
gifts were
donated

Through this activity, **350 gifts were donated**, collected through the voluntary participation of collaborators, benefiting **494 children and adolescents** in vulnerable situations.



494
children and
adolescents

This organizational effort contributes positively to strengthening the community work developed by the Foundation, allowing:

- To promote the emotional well-being of the beneficiary population.
- To foster hope and strengthen self-esteem in children and adolescents.
- To support training and mentoring programs in highly vulnerable communities.

This initiative reaffirms Terumo Neuro Costa Rica's commitment to corporate social responsibility, promoting concrete actions that strengthen the well-being of communities in a comprehensive way.



Diversity, Equity and Inclusion (DE&I) at Terumo Neuro

AFFINITY GROUPS:

Terumo Neuro has developed "AFFINITY GROUPS", creating safe spaces for representation, dialogue and professional development for collaborators with shared interests, identities or experiences.

Currently there are **5 AFFINITY GROUPS**, formally recognized within the organizational structure:



WIB

A global network of Associates focused on supporting women professionals and the unique opportunities and challenges.



STEM

A global network of Associates that are early in their careers, i.e., recent graduates and Associates wanting to learn more about navigating their early careers.



YP

A global network of Associates that are early in their careers, i.e., recent graduates and Associates wanting to learn more about navigating their early careers.



Variations

A global network of Associates from different demographics and ethnicities (Black, Asian, Hispanic, Native American, Two Races), cultures, and genders.



PRIDE

A global network dedicated to fostering a supportive and inclusive environment for LGBTQ+ associates and their allies, addressing the unique opportunities and challenges they face.

LEARNING & DEVELOPMENT

A collection of presentations, podcasts, and training on diversity, equity, and inclusion (DE&I) available to employees through Workday Learning:

- Unconscious Bias Training
- Inclusive Mindset
- Diversity, Inclusion, and Belonging



Employee Wellbeing and Benefits

At Terumo Neuro, through comprehensive health, professional development, and work-life balance and growth-oriented environment is promoted as part of the benefits for the company's employees.

Currently, employees have access to Educational Assistance, Health Services, Private Medical Insurance, Transportation, Cafeteria Service, Access to Electric Chargers, and the ComPsych Benefit (a preventive and assistance program that provides comprehensive support in aspects of emotional well-being, legal and financial guidance, and work-life balance).



Employee Healthcare and Wellbeing

Terumo Neuro CR boasts a highly consolidated healthcare team, comprised of two clinics and a multidisciplinary group of specialists in nursing, general medicine, occupational medicine, psychology, psychiatry, physical therapy, physiatry, and nutrition. Thanks to this structure, more than **5,000 appointments** are handled per quarter, providing timely and high-quality service to employees.

In conjunction with the EHS and Human Resources departments, a strategy is implemented for the early intervention of cases with the potential to become occupational health risks, especially those of ergonomic origin. This strategy aims to intervene promptly, reduce the progression of the risk, and improve employee health. During FY25, **195 medical cases** were successfully managed and resolved, demonstrating the effectiveness of the preventative model and its positive impact on worker well-being.



Activities:

Health and Safety Dimension

Development of the Comprehensive Wellness Program in the SW Area: Muscular and mental strengthening

The stent winding area was identified as a critical ergonomic risk area due to the highly precise and demanding nature of its operations; therefore, during FY25, a muscle strengthening and mental health program was developed, aimed at providing comprehensive support to employees.

The program includes actions such as posture correction, chair maintenance and replacement, installation of adjustable bases and footrests, as well as strengthening sessions at the gym or through personalized routines to perform at home. It also incorporates emotional well-being strategies, including breathing exercises, anxiety management, and the use of classical music in the workplace.

The implemented interventions have generated a positive and sustainable impact on the health and well-being of employees.

Since the program's launch, no work-related musculoskeletal disorders have been reported, demonstrating its preventative effectiveness.

Furthermore, these actions have contributed to strengthening the area's productivity and improving the quality of life of employees, fostering a safer, healthier, and more efficient work environment.



Promoting Health through the Terumo Gym Fitness Program

During FY25, a comprehensive strategy was implemented to promote the use of Terumo Neuro CR gyms, with the goal of increasing participation and strengthening a culture of wellness. Actions included quarterly group and individual fitness challenges, extended service hours and the addition of wellness classes such as yoga and dance allowing for a semi-personalized service within high-quality facilities.

As a result of this strategy, a 10% increase in user participation was achieved, accompanied by high levels of satisfaction and acceptance.



Safety

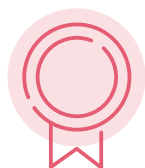
Commitment to Workplace and Road Safety:

"COSEVI Safe Companies"

In FY25, Terumo Neuro Costa Rica received the "Safe Companies" recognition, awarded by Consejo de Seguridad Vial (COSEVI)

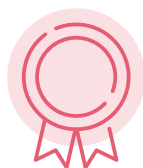
a program that certifies companies that comply with road safety standards and occupational risk prevention.

The initiative is developed in annual levels; Terumo Neuro has completed the first two levels:



Bronze:

Identifying problems in employee commutes.



Silver:

Implementing projects to reduce risks in commutes.

Thanks to this management, the processes for collecting and analyzing data on commuting accidents were improved, **achieving a 17% reduction in commuting accidents during FY25 compared to FY24.**



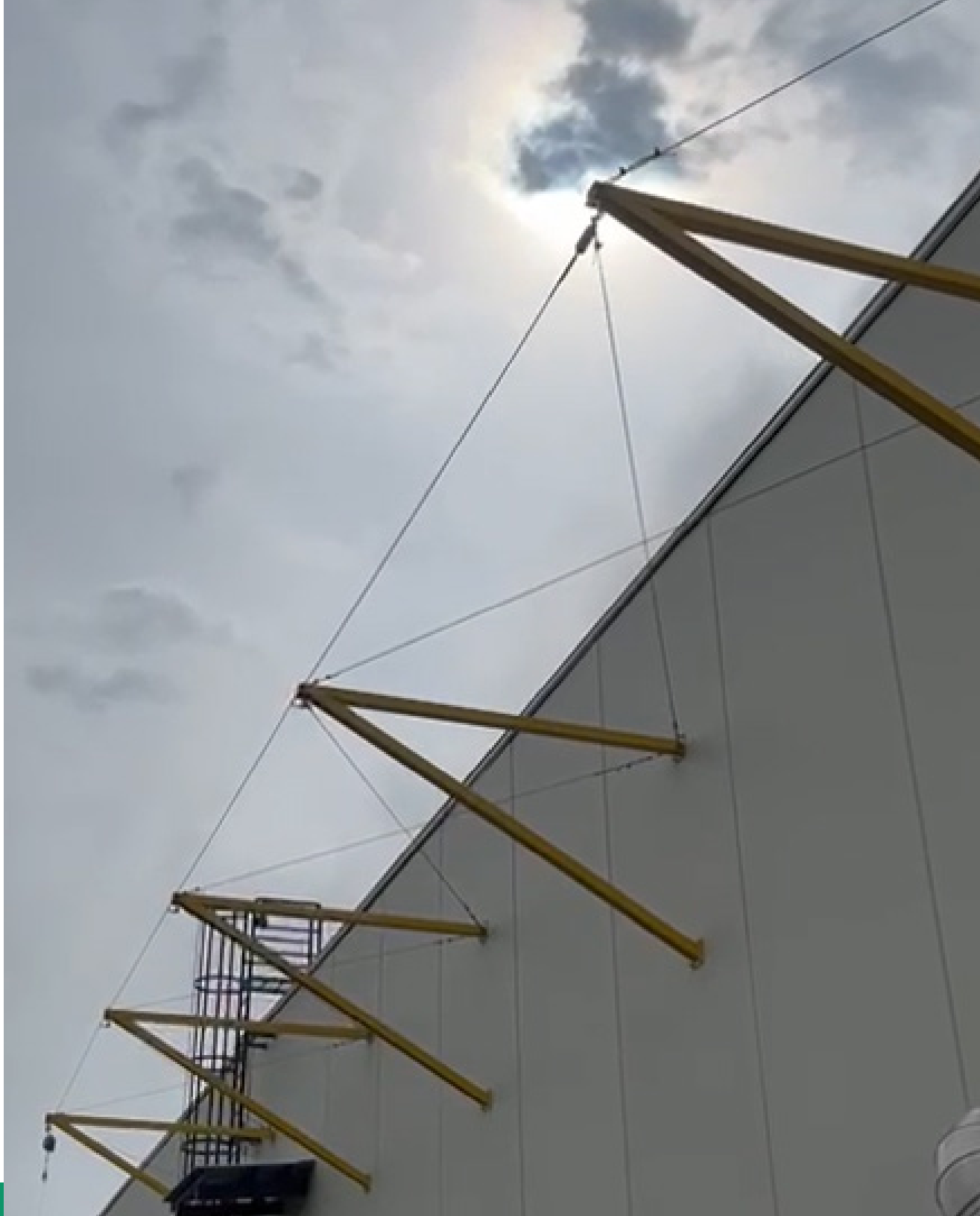
Installation of Fall Protection Systems in Critical Areas

As part of strengthening the EHS management system, certified fall protection systems were implemented in areas identified as critical for work at height.

This initiative included the installation of lifelines, anchor points, and other safety devices designed to mitigate risks associated with working at heights.

This measure reinforces our commitment to accident prevention, prioritizing the physical safety of our personnel and promoting safe working environments.

Fall protection is a key element of our occupational safety and continuous improvement strategy.



Occupational Health and Safety: Continuous Improvement and Preventive Culture

The EHS department of Terumo Neuro Costa Rica has consistently strengthened its Occupational Health and Safety Management System over the past three fiscal years, consolidating a preventative approach that prioritizes early risk identification and active employee participation.

Over the past three fiscal years, Terumo Neuro Costa Rica has consistently improved its key safety indicators.

Despite operational growth and increased working hours, the organization has reduced its incident and first aid case rates, while strengthening preventative measures through increased proactive EHS reporting and high closure rates.

These results confirm the maturity of the occupational health and safety management system and consolidate an organizational culture focused on prevention, continuous improvement and the well-being of people.

Safety Journey Terumo Neuro CR

Safety Indicators

Total Recordable Incident Rate (TRIR)				
Year	QTY recordables	Hours worked	TRIR	Goal
FY23	4	4,734,470	0.169	0.160
FY24	1	4,502,900	0.044	0.140
FY25	2	4,988,707	0.080	0.120

First aids (FAs)			
Year	QTY FAs	Hours worked	Improvement
FY23	134	4,734,470	NA
FY24	98	4,502,900	26.90%
FY25	40	4,988,707	59.18%

EHS Catches			
Year	QTY EHS Catches	Goal % closure	% Closure
FY23	3307	NA	NA
FY24	7160	80%	92%
FY25	7291	90%	95%

*EHS Catches: Proactive reports related to Health, Safety and Environment..

Contribution to the Priority Sustainable Development Goals

The initiatives described in this report reflect Terumo Neuro Costa Rica's commitment to the United Nations' 2030 Agenda. Through environmental, social, and governance actions, the organization actively contributes to achieving multiple Sustainable Development Goals, highlighting its contributions in key areas such as health and well-being, decent work, responsible production, climate action, and ecosystem protection.

These efforts consolidate a sustainability strategy focused on generating value for people, communities, and the planet.

The SDGs to which Terumo Neuro Costa Rica contributes the most are

1. No Poverty

- Teletón Terumo Neuro

3. Good Health and Well-Being

- Neuro endovascular talks in schools
- Employee benefits and well-being
- Medical care for employees: Metabolic control program
- Ergonomic improvements
- Comprehensive wellness program, Fitness Gym program
- COSEVI Safe Companies
- Occupational safety system

8. Decent Work and Economic Growth

- Learning and development programs
- Employee benefits and well-being
- Ergonomic improvements
- Occupational safety system
- Fall protection system

12. Responsible Consumption and Production

- Zero Waste to Landfill Strategy
- DonaTapa Project
- ISO 50001 Certification
- Plastic Bottle Reduction Project
- Blue Flag Ecological Program (Company)
- Blue Flag Ecological Sustainable Homes
- Carbon Neutrality Country Program

13. Climate Action

- Conservation volunteering in Guacalillo
- ISO 5000 certification, Plastic bottle reduction project
- Blue Flag Ecological Award for Sustainable Homes
- National Carbon Neutrality Program

14. Life Below Water

- Conservation volunteering in Guacalillo
- Plastic bottle reduction project.

Complementary SDGs

4. Quality Education

- Neuroendovascular talks in schools
- Learning and development programs.

5. Gender Equality

- Diversity and inclusion programs.

7. Affordable and Clean Energy

- Certification ISO 50001,
- Country Carbon Neutrality Program.

10. Reduced Inequalities

- Diversity and inclusion programs
- DonaTapa Project
- Terumo Neuro TelethonNeuro

11. Sustainable Cities and Communities

- Conservation volunteering in Guacalillo
- Community support programs
- Terumo Neuro Telethon
- COSEVI Safe Businesses
- Ecological Blue Flag Program (businesses)
- Ecological Blue Flag Sustainable Homes

16. Peace, Justice, and Strong Institutions

- Internal policy framework
- ESG dual materiality analysis.

17. Partnerships for the Goals

- Community support programs
- DonaTapa Project
- ESG dual materiality analysis.



