

## Content Indices

# GRI Content Index

Below is a content index of the standard disclosures in the Sustainability Reporting Standards provided by the Global Reporting Initiative (GRI) and the information we provide on our website.

Statement of use	Toho Gas Co., Ltd. will refer to the GRI Standards and report the information listed in this GRI Content Index for the period from April 1, 2022, to March 31, 2023.
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Scope of the report: Toho Gas Co., Ltd. and its consolidated subsidiaries and equity-method affiliates (as of the end of March 2023)

GRI 1: Foundation 2021	
GRI 1 used	GRI 1: Foundation 2021

GRI 2: General Disclosures 2021		
Number	Title of disclosure	Pages in Integrated Report 2023
2-1	Organizational details	> P.93-94 Company Overview [PDF:813KB]
2-2	Entities included in the organization's sustainability reporting	> P.93-94 Company Overview [PDF:813KB]
2-3	Reporting period, frequency and contact point	> P.93-94 Company Overview [PDF:813KB]
2-4	Restatements of information	–
2-5	External assurance	> ESG Data (Environmental Data) Independent Practitioner's Assurance Report [PDF:562KB]
2-6	Activities, value chain and other business relationships	> P.11-12 Value Creation Process [PDF:1.33MB] > P.35-38 Management of Environmental Preservation [PDF:900KB] > ESG Data (Environmental Data) [PDF:562KB] > Supply Chain Collaboration
2-7	Employees	> P.49-52 Promotion of Personnel Policies [PDF:394KB] > ESG Data (Social Data) [PDF:139KB]
2-8	Workers who are not employees	> ESG Data (Social Data) [PDF:139KB]
2-9	Governance structure and composition	> P.57-59 Corporate Governance [PDF:245KB] > ESG Data (Governance Data) [PDF:137KB] <LINK> > Summary of Corporate Governance (Japanese version only) [PDF: 98KB]
2-10	Nomination and selection of the highest governance body	> P.57-59 Corporate Governance [PDF:000KB] <LINK> > Summary of Corporate Governance (Japanese version only) [PDF: 98KB]
2-11	Chair of the highest governance body	> P.57-59 Corporate Governance [PDF:000KB] <LINK> > Summary of Corporate Governance (Japanese version only) [PDF: 98KB]
2-12	Role of the highest governance body in overseeing the management of impacts	> P.57-59 Corporate Governance [PDF:000KB] > P.61-62 Internal Control [PDF:000KB] <LINK> > Summary of Corporate Governance (Japanese version only) [PDF: 98KB]
2-13	Delegation of responsibility for managing impacts	> P.57-59 Corporate Governance [PDF:000KB] <LINK> > Summary of Corporate Governance (Japanese version only) [PDF: 98KB]

Number	Title of disclosure	Pages in Integrated Report 2023
2-14	Role of the highest governance body in sustainability reporting	> P.13-14 Materiality [PDF:369KB]
2-15	Conflicts of interest	> P.57-59 Corporate Governance [PDF:245KB] > P.63-64 Compliance [PDF:82KB] <LINK> > Summary of Corporate Governance (Japanese version only) [PDF: 98KB]
2-16	Communication of critical concerns	> P.57-59 Corporate Governance [PDF:245KB] > P.63-64 Compliance [PDF:82KB]
2-17	Collective knowledge of the highest governance body	> P.57-59 Corporate Governance [PDF:245KB] <LINK> > Summary of Corporate Governance (Japanese version only) [PDF: 98KB]
2-18	Evaluation of the performance of the highest governance body	> P.57-59 Corporate Governance [PDF:245KB] <LINK> > Summary of Corporate Governance (Japanese version only) [PDF: 98KB]
2-19	Remuneration policies	> P.57-59 Corporate Governance [PDF:245KB] <LINK> > Summary of Corporate Governance (Japanese version only) [PDF: 98KB]
2-20	Process to determine remuneration	> P.57-59 Corporate Governance [PDF:245KB] <LINK> > Summary of Corporate Governance (Japanese version only) [PDF: 98KB]
2-21	Annual total compensation ratio	–
2-22	Statement on sustainable development strategy	> P.05-08 Message from the President [PDF:985KB]
2-23	Policy commitments	> P.01 Corporate Philosophy [PDF:1.66MB] > P.32 Toho Gas Group Sustainability Policy [PDF:2.41MB] > P.55-56 Initiatives for Respect of Human Rights [PDF:185KB] > Supply Chain Collaboration
2-24	Embedding policy commitments	> P.32 Toho Gas Group Sustainability Policy [PDF:2.41MB] > P.55-56 Initiatives for Respect of Human Rights [PDF:185KB] > Supply Chain Collaboration
2-25	Processes to remediate negative impacts	> P.63-64 Compliance [PDF:82KB] > P.74 Business Report City Gas Business (Enhancing customer satisfaction) [PDF:2.23MB]
2-26	Mechanisms for seeking advice and raising concerns	> P.63-64 Compliance [PDF:82KB]
2-27	Compliance with laws and regulations	> P.35 Management of Environmental Preservation (Organizational Structure for Management of Environmental Preservation) [PDF:900KB] > P.61-62 Internal Control [PDF:149KB] > P.63-64 Compliance [PDF:82KB]
2-28	Membership associations	> Participation in Initiatives, and Major ESG Evaluations
2-29	Approach to stakeholder engagement	> P.45-48 Contribution to the Local Communities [PDF:1.74MB]
2-30	Collective bargaining agreements	–
GRI 3: Material Topics 2021		
3-1	Process to determine material topics	> P.13-14 Materiality [PDF:369KB]
3-2	List of material topics	> P.13-14 Materiality [PDF:369KB]
3-3	Management of material topics	> P.13-14 Materiality [PDF:369KB]

Number	Title of disclosure	Pages in Integrated Report 2023
Sector Standards		
GRI 11: Oil and Gas Sector (2021)		
11-1	GHG emissions	<a href="#">&gt; P.35-38 Management of Environmental Preservation[PDF:900KB]</a> <a href="#">&gt; P.39-40 Global Warming Countermeasures[PDF:226KB]</a> <a href="#">&gt; ESG Data(Environmental Data) [PDF:562KB]</a>
11-2	Climate adaptation, resilience, and transition	<a href="#">&gt; P.33-34 Information Disclosure Based on TCFD Opinions[PDF:114KB]</a>
11-3	Air emissions	<a href="#">&gt; P.35-38 Management of Environmental Preservation[PDF:900KB]</a> <a href="#">&gt; P.39-40 Global Warming Countermeasures[PDF:226KB]</a> <a href="#">&gt; ESG Data(Environmental Data) [PDF:562KB]</a>
11-4	Biodiversity	<a href="#">&gt; P.35-38 Management of Environmental Preservation[PDF:900KB]</a> <a href="#">&gt; P.43-44 Biodiversity Conservation[PDF:885KB]</a>
11-5	Waste	<a href="#">&gt; P.35-38 Management of Environmental Preservation[PDF:900KB]</a> <a href="#">&gt; P.41-42 Resource Recycling[PDF:522KB]</a> <a href="#">&gt; ESG Data(Environmental Data) [PDF:562KB]</a>
11-6	Water and effluents	<a href="#">&gt; P.41-42 Resource Recycling[PDF:522KB]</a> <a href="#">&gt; ESG Data(Environmental Data) [PDF:562KB]</a>
11-7	Closure and rehabilitation	–
11-8	Asset integrity and critical incident management	<a href="#">&gt; P.61-62 Internal Control[PDF:149KB]</a>
11-9	Occupational health and safety	<a href="#">&gt; P.53-54 Initiatives for Occupational Health and Safety[PDF:285KB]</a> <a href="#">&gt; ESG Data(Social Data) [PDF:139KB]</a>
11-10	Employment practices	<a href="#">&gt; P.49-52 Promotion of Personnel Policies[PDF:394KB]</a> <a href="#">&gt; P.55-56 Initiatives for Respect of Human Rights [PDF:185KB]</a>
11-11	Non-discrimination and equal opportunity	<a href="#">&gt; P.49-52 Promotion of Personnel Policies [PDF:394KB]</a>
11-12	Forced labor and modern slavery	<a href="#">&gt; P.55-56 Initiatives for Respect of Human Rights [PDF:185KB]</a>
11-13	Freedom of association and collective bargaining	<a href="#">&gt; P.49-52 Promotion of Personnel Policies[PDF:394KB]</a> <a href="#">&gt; P.53-54 Initiatives for Occupational Health and Safety[PDF:285KB]</a>
11-14	Economic impacts	<a href="#">&gt; P.17-22 Medium-Term Management Plan 2022-2025[PDF:287KB]</a> <a href="#">&gt; P.23-24 2050 Carbon Neutrality Initiative[PDF:580KB]</a> <a href="#">&gt; P.25-30 Initiatives for Carbon Neutrality[PDF:2.06MB]</a>
11-15	Local communities	<a href="#">&gt; P.45-48 Contribution to the Local Communities[PDF:1.74MB]</a>
11-16	Land and resource rights	–
11-17	Rights of indigenous peoples	–
11-18	Conflict and security	<a href="#">&gt; P.61-62 Internal Control[PDF:1.74MB]</a>
11-19	Anti-competitive behavior	<a href="#">&gt; P.61-62 Internal Control[PDF:1.74MB]</a> <a href="#">&gt; P.63-64 Compliance[PDF:82KB]</a>
11-20	Anti-corruption	<a href="#">&gt; P.61-62 Internal Control[PDF:1.74MB]</a> <a href="#">&gt; P.63-64 Compliance[PDF:82KB]</a>
11-21	Payments to governments	–
11-22	Public policy	–

Number	Title of disclosure	Pages in Integrated Report 2023
GRI200:Economic		
201:Economic Performance		
201-1	Direct economic value generated and distributed	<ul style="list-style-type: none"> <li>&gt; P.60 Communication with Shareholders and Investors[PDF:271KB]</li> <li>&gt; P.85-92 Data Section[PDF:192KB]</li> <li>&lt;LINK&gt;</li> <li>&gt; Annual Securities Report, pgs. 2-3 (Trends in Key Management Indicators, etc.)[PDF:1.12MB]</li> <li>&gt; Annual Securities Report, pg. 9 (Employees)[PDF:1.12MB]</li> <li>&gt; Annual Securities Report, pg. 31 (Dividends Policies)[PDF:1.12MB]</li> </ul>
201-2	Financial implications and other risks and opportunities due to climate change	<ul style="list-style-type: none"> <li>&gt; P.33-34 Information Disclosure Based on TCFD Opinions[PDF:114KB]</li> <li>&gt; P.35-38 Management of Environmental Preservation[PDF:900KB]</li> <li>&lt;LINK&gt;</li> <li>&gt; Annual Securities Report, pgs. 16-18 (Business Risks and Others)[PDF:1.12MB]</li> </ul>
201-3	Defined benefit plan obligations and other retirement plans	<ul style="list-style-type: none"> <li>&lt;LINK&gt;</li> <li>&gt; Annual Securities Report, pg. 60 (Accounting for retirement benefits)[PDF:1.12MB]</li> </ul>
201-4	Financial assistance received from government	—
202 : Market Presence 2016		
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	Consideration is given to payment of the minimum wages established by the Ministry of Health, Labor, and Welfare
202-2	Proportion of senior management hired from the local community	100%
203 : Indirect Economic Impacts 2016		
203-1	Infrastructure investments and services supported	<ul style="list-style-type: none"> <li>&gt; P.71-76 City Gas Business[PDF:2.23MB]</li> <li>&gt; P.77-78 Technical and Product Development[PDF:663KB]</li> <li>&gt; P.79 LPG and Other Energies[PDF:218KB]</li> <li>&gt; P.80 Electricity Business[PDF:432KB]</li> <li>&gt; P.81-83 Business Development[PDF:979KB]</li> <li>&gt; P.41-42 Resource Recycling[PDF:522KB]</li> <li>&gt; P.43-44 Biodiversity Conservation[PDF:885KB]</li> <li>&gt; P.45-48 Contribution to the Local Communities[PDF:1.74MB]</li> </ul>
203-2	Significant indirect economic impacts	—
204 : Procurement Practices		
204-1	Proportion of spending on local suppliers	—
205 : Anti-corruption 2016		
205-1	Operations assessed for risks related to corruption	<ul style="list-style-type: none"> <li>&gt; P.57-59 Corporate Governance[PDF:245KB]</li> <li>&gt; P.61-62 Internal Control[PDF:149KB]</li> <li>&gt; P.63-64 Compliance[PDF:82KB]</li> </ul>
205-2	Communication and training about anti-corruption policies and procedures	<ul style="list-style-type: none"> <li>&gt; P.57-59 Corporate Governance[PDF:245KB]</li> <li>&gt; P.61-62 Internal Control[PDF:149KB]</li> <li>&gt; P.63-64 Compliance[PDF:82KB]</li> </ul>
205-3	Confirmed incidents of corruption and actions taken	No incidents
206 : Anti-competitive Behavior 2016		
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	No incidents

Number	Title of disclosure	Pages in Integrated Report 2023
207 : Tax 2019		
207-1	Approach to tax	–
207-2	Tax governance, control and risk management	–
207-3	Stakeholder engagement and management of concerns related to tax	–
207-4	Country-by-country reporting	–
Environmental		
301 : Materials 2016		
301-1	Materials used by weight or volume	<a href="#">&gt; P.35-38 Management of Environmental Preservation [PDF:900KB]</a> <a href="#">&gt; ESG Data (Environmental Data) [PDF:562KB]</a>
301-2	Recycled input materials used	<a href="#">&gt; P.35-38 Management of Environmental Preservation [PDF:900KB]</a> <a href="#">&gt; P.41-42 Resource Recycling [PDF:522KB]</a> <a href="#">&gt; ESG Data (Environmental Data) [PDF:562KB]</a>
301-3	Reclaimed products and their packaging materials	<a href="#">&gt; P.35-38 Management of Environmental Preservation [PDF:900KB]</a> <a href="#">&gt; P.41-42 Resource Recycling [PDF:522KB]</a> <a href="#">&gt; ESG Data (Environmental Data) [PDF:562KB]</a>
302 : Energy 2016		
302-1	Energy consumption within the organization	<a href="#">&gt; P.35-38 Management of Environmental Preservation [PDF:900KB]</a> <a href="#">&gt; ESG Data (Environmental Data) [PDF:562KB]</a>
302-2	Energy consumption outside of the organization	<a href="#">&gt; P.35-38 Management of Environmental Preservation [PDF:900KB]</a> <a href="#">&gt; ESG Data (Environmental Data) [PDF:562KB]</a>
302-3	Energy intensity	<a href="#">&gt; P.35-38 Management of Environmental Preservation [PDF:900KB]</a> <a href="#">&gt; ESG Data (Environmental Data) [PDF:562KB]</a>
302-4	Reduction of energy consumption	<a href="#">&gt; P.35-38 Management of Environmental Preservation [PDF:900KB]</a> <a href="#">&gt; P.39-40 Global Warming Countermeasures [PDF:226KB]</a> <a href="#">&gt; ESG Data (Environmental Data) [PDF:562KB]</a>
302-5	Reductions in energy requirements of products and services	<a href="#">&gt; P.35-38 Management of Environmental Preservation [PDF:900KB]</a> <a href="#">&gt; P.39-40 Global Warming Countermeasures [PDF:226KB]</a> <a href="#">&gt; ESG Data (Environmental Data) [PDF:562KB]</a>
303 : Water and wastewater 2018		
303-1	Interaction with water as a shared resource	<a href="#">&gt; P.41-42 Resource Recycling [PDF:522KB]</a> <a href="#">&gt; ESG Data (Environmental Data) [PDF:562KB]</a>
303-2	Management of impacts related to drainage	<a href="#">&gt; P.41-42 Resource Recycling [PDF:522KB]</a> <a href="#">&gt; ESG Data (Environmental Data) [PDF:562KB]</a>
303-3	Water intake	<a href="#">&gt; P.41-42 Resource Recycling [PDF:522KB]</a> <a href="#">&gt; ESG Data (Environmental Data) [PDF:562KB]</a>
303-4	Drainage	<a href="#">&gt; P.41-42 Resource Recycling [PDF:522KB]</a> <a href="#">&gt; ESG Data (Environmental Data) [PDF:562KB]</a>
303-5	Water consumption	<a href="#">&gt; P.41-42 Resource Recycling [PDF:522KB]</a> <a href="#">&gt; ESG Data (Environmental Data) [PDF:562KB]</a>

Number	Title of disclosure	Pages in Integrated Report 2023
304 : Biodiversity 2016		
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	<a href="#">&gt; P.35-38 Management of Environmental Preservation [PDF:900KB]</a> <a href="#">&gt; P.43-44 Biodiversity Conservation [PDF:885KB]</a>
304-2	Significant impacts of activities, products, and services on biodiversity	<a href="#">&gt; P.35-38 Management of Environmental Preservation [PDF:900KB]</a> <a href="#">&gt; P.43-44 Biodiversity Conservation [PDF:885KB]</a>
304-3	Habitats protected or restored	<a href="#">&gt; P.35-38 Management of Environmental Preservation [PDF:900KB]</a> <a href="#">&gt; P.43-44 Biodiversity Conservation [PDF:885KB]</a>
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	<a href="#">&gt; P.43-44 Biodiversity Conservation [PDF:885KB]</a>
305 : Emissions 2016		
305-1	Direct (Scope 1) GHG emissions	<a href="#">&gt; P.35-38 Management of Environmental Preservation [PDF:900KB]</a> <a href="#">&gt; P.39-40 Global Warming Countermeasures [PDF:226KB]</a> <a href="#">&gt; ESG Data (Environmental Data) [PDF:562KB]</a>
305-2	Energy indirect (Scope 2) GHG emissions	<a href="#">&gt; P.35-38 Management of Environmental Preservation [PDF:900KB]</a> <a href="#">&gt; P.39-40 Global Warming Countermeasures [PDF:226KB]</a> <a href="#">&gt; ESG Data (Environmental Data) [PDF:562KB]</a>
305-3	Other indirect (Scope 3) GHG emissions	<a href="#">&gt; P.35-38 Management of Environmental Preservation [PDF:900KB]</a> <a href="#">&gt; P.39-40 Global Warming Countermeasures [PDF:226KB]</a> <a href="#">&gt; ESG Data (Environmental Data) [PDF:562KB]</a>
305-4	GHG emissions intensity	<a href="#">&gt; P.35-38 Management of Environmental Preservation [PDF:900KB]</a> <a href="#">&gt; P.39-40 Global Warming Countermeasures [PDF:226KB]</a> <a href="#">&gt; ESG Data (Environmental Data) [PDF:562KB]</a>
305-5	Reduction of GHG emissions	<a href="#">&gt; P.35-38 Management of Environmental Preservation [PDF:900KB]</a> <a href="#">&gt; P.39-40 Global Warming Countermeasures [PDF:226KB]</a> <a href="#">&gt; ESG Data (Environmental Data) [PDF:562KB]</a>
305-6	Emissions of ozone-depleting substances (ODS)	<a href="#">&gt; P.35-38 Management of Environmental Preservation [PDF:900KB]</a> <a href="#">&gt; ESG Data (Environmental Data) [PDF:562KB]</a>
305-7	Nitrogen oxides (NOX) , sulfur oxides (SOX) , and other significant air emissions	<a href="#">&gt; P.35-38 Management of Environmental Preservation [PDF:900KB]</a> <a href="#">&gt; ESG Data (Environmental Data) [PDF:562KB]</a>

Number	Title of disclosure	Pages in Integrated Report 2023
<b>306 : Waste 2020</b>		
306-1	Production of waste and significant impacts related to waste	<ul style="list-style-type: none"> <li>&gt; P.35-38 Management of Environmental Preservation [PDF:900KB]</li> <li>&gt; P.41-42 Resource Recycling [PDF:522KB]</li> <li>&gt; Environment Report (Management of Environmental Preservation) [PDF:941KB]</li> <li>&gt; ESG Data (Environmental Data) [PDF:562KB]</li> </ul>
306-2	Management of the significant impacts associated with waste	<ul style="list-style-type: none"> <li>&gt; P.35-38 Management of Environmental Preservation [PDF:900KB]</li> <li>&gt; P.41-42 Resource Recycling [PDF:522KB]</li> <li>&gt; Environment Report (Management of Environmental Preservation) [PDF:941KB]</li> <li>&gt; ESG Data (Environmental Data) [PDF:562KB]</li> </ul>
306-3	Waste produced	<ul style="list-style-type: none"> <li>&gt; P.35-38 Management of Environmental Preservation [PDF:900KB]</li> <li>&gt; P.41-42 Resource Recycling [PDF:522KB]</li> <li>&gt; Environment Report (Management of Environmental Preservation) [PDF:941KB]</li> <li>&gt; ESG Data (Environmental Data) [PDF:562KB]</li> </ul>
306-4	Waste diverted from disposal	<ul style="list-style-type: none"> <li>&gt; P.35-38 Management of Environmental Preservation [PDF:900KB]</li> <li>&gt; P.41-42 Resource Recycling [PDF:522KB]</li> <li>&gt; Environment Report (Management of Environmental Preservation) [PDF:941KB]</li> <li>&gt; ESG Data (Environmental Data) [PDF:562KB]</li> </ul>
306-5	Waste directed to disposal	<ul style="list-style-type: none"> <li>&gt; P.35-38 Management of Environmental Preservation [PDF:900KB]</li> <li>&gt; P.41-42 Resource Recycling [PDF:522KB]</li> <li>&gt; Environment Report (Management of Environmental Preservation) [PDF:941KB]</li> <li>&gt; ESG Data (Environmental Data) [PDF:562KB]</li> </ul>
<b>308 : Supplier Environmental Assessment 2016</b>		
308-1	New suppliers that were screened using environmental criteria	<ul style="list-style-type: none"> <li>&gt; P.55-56 Initiatives for Respect of Human Rights [PDF:185KB]</li> <li>&gt; Supply Chain Collaboration</li> <li>&gt; Green procurement guidelines</li> </ul>
308-2	Negative environmental impacts in the supply chain and actions taken	<ul style="list-style-type: none"> <li>&gt; P.35-38 Management of Environmental Preservation [PDF:900KB]</li> <li>&gt; ESG Data (Environmental Data) [PDF:562KB]</li> </ul>
<b>Social</b>		
<b>401 : Employment 2016</b>		
401-1	New employee hires and employee turnover	<ul style="list-style-type: none"> <li>&gt; P.49-52 Promotion of Personnel Policies [PDF:394KB]</li> <li>&gt; ESG Data (Social Data) [PDF:139KB]</li> </ul>
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<ul style="list-style-type: none"> <li>&gt; P.49-52 Promotion of Personnel Policies [PDF:394KB]</li> <li>&gt; ESG Data (Social Data) [PDF:139KB]</li> </ul>
401-3	Parental leave	<ul style="list-style-type: none"> <li>&gt; P.49-52 Promotion of Personnel Policies [PDF:394KB]</li> <li>&gt; ESG Data (Social Data) [PDF:139KB]</li> </ul>
<b>402 : Labor / Management Relations 2016</b>		
402-1	Minimum notice periods regarding operational changes	—

Number	Title of disclosure	Pages in Integrated Report 2023
<b>403 : Occupational Health and Safety 2018</b>		
403-1	Occupational health and safety management system	> Society Report (Initiatives for Occupational Health and Safety) [PDF:287KB] > ESG Data (Social Data) [PDF:139KB]
403-2	Hazard identification, risk assessment, accident investigation	> Society Report (Initiatives for Occupational Health and Safety) [PDF:287KB] > ESG Data (Social Data) [PDF:139KB]
403-3	Occupational health services	> Society Report (Initiatives for Occupational Health and Safety) [PDF:287KB] > ESG Data (Social Data) [PDF:139KB]
403-4	Worker participation, consultation and communication in occupational health and safety	> Society Report (Initiatives for Occupational Health and Safety) [PDF:287KB] > ESG Data (Social Data) [PDF:139KB]
403-5	Worker training on occupational safety and health	> Society Report (Initiatives for Occupational Health and Safety) [PDF:287KB] > ESG Data (Social Data) [PDF:139KB]
403-6	Promoting worker health	> Society Report (Initiatives for Occupational Health and Safety) [PDF:287KB] > ESG Data (Social Data) [PDF:139KB]
403-7	Prevention and mitigation of occupational health and safety impacts directly linked to business relationships	> Society Report (Initiatives for Occupational Health and Safety) [PDF:287KB] > ESG Data (Social Data) [PDF:139KB]
403-8	Workers subject to occupational safety and health management system	> Society Report (Initiatives for Occupational Health and Safety) [PDF:287KB] > ESG Data (Social Data) [PDF:139KB]
403-9	Labor-related injuries	> Society Report (Initiatives for Occupational Health and Safety) [PDF:287KB] > ESG Data (Social Data) [PDF:139KB]
403-10	Labor-related illness and poor health	> Society Report (Initiatives for Occupational Health and Safety) [PDF:287KB] > ESG Data (Social Data) [PDF:139KB]
<b>404 : Training and Education 2016</b>		
404-1	Average hours of training per year per employee	> ESG Data (Social Data) [PDF:139KB]
404-2	Programs for upgrading employee skills and transition assistance programs	> P.49-52 Promotion of Personnel Policies [PDF:394KB]
404-3	Percentage of employees receiving regular performance and career development reviews	> P.49-52 Promotion of Personnel Policies [PDF:394KB]
<b>405 : Diversity and Equal Opportunity 2016</b>		
405-1	Diversity of governance bodies and employees	> P.49-52 Promotion of Personnel Policies [PDF:394KB] > ESG Data (Social Data) [PDF:139KB]
405-2	Ratio of basic salary and remuneration of women to men	—



Number	Title of disclosure	Pages in Integrated Report 2023
406 : Non-discrimination 2016		
406-1	Incidents of discrimination and corrective actions taken	<a href="#">&gt; P.49-52 Promotion of Personnel Policies [PDF:394KB]</a> <a href="#">&gt; P.63-64 Compliance [PDF:82KB]</a>
407 : Freedom of Association and Collective Bargaining 2016		
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	<a href="#">&gt; P.53-54 Initiatives for Occupational Health and Safety [PDF:285KB]</a>
408 : Child Labor 2016		
408-1	Operations and suppliers at significant risk for incidents of child labor	<a href="#">&gt; P.55-56 Initiatives for Respect of Human Rights [PDF:185KB]</a> <a href="#">&gt; P.63-64 Compliance [PDF:82KB]</a>
409 : Forced or Compulsory Labor 2016		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	<a href="#">&gt; P.55-56 Initiatives for Respect of Human Rights [PDF:185KB]</a> <a href="#">&gt; P.63-64 Compliance [PDF:82KB]</a>
410 : Security Practices 2016		
410-1	Security personnel trained in human rights policies or procedures	<a href="#">&gt; P.55-56 Initiatives for Respect of Human Rights [PDF:185KB]</a>
411 : Rights of Indigenous Peoples 2016		
411-1	Incidents of violations involving rights of indigenous peoples	There were no infringement cases
413 : Local Communities 2016		
413-1	Operations with local community engagement, impact assessments, and development programs	<a href="#">&gt; P.13-14 Materiality [PDF:369KB]</a> <a href="#">&gt; P.33-34 Information Disclosure Based on TCFD Opinions [PDF:114KB]</a> <a href="#">&gt; P.35-38 Management of Environmental Preservation [PDF:900KB]</a> <a href="#">&gt; P.43-44 Biodiversity Conservation [PDF:885KB]</a> <a href="#">&gt; P.45-48 Contribution to the Local Communities [PDF:1.74MB]</a> <a href="#">&gt; P.71-76 City Gas Business [PDF:2.23MB]</a> <a href="#">&gt; P.77-78 Technical and Product Development [PDF:663KB]</a> <a href="#">&gt; P.79 LPG and Other Energies [PDF:218KB]</a> <a href="#">&gt; P.80 Electricity Business [PDF:432KB]</a> <a href="#">&gt; P.81-83 Business Development [PDF:979KB]</a>
413-2	Operations with significant actual and potential negative impacts on local communities	<a href="#">&gt; P.35-38 Management of Environmental Preservation [PDF:900KB]</a>
414 : Supplier Social Assessmen 2016		
414-1	New suppliers that were screened using social criteria	—
414-2	Negative social impacts in the supply chain and actions taken	<a href="#">&gt; P.35-38 Management of Environmental Preservation [PDF:900KB]</a> <a href="#">&gt; P.55-56 Initiatives for Respect of Human Rights [PDF:185KB]</a> <a href="#">&gt; ESG Data (Environmental Data) [PDF:562KB]</a> <a href="#">&gt; Supply Chain Collaboration</a>
415 : Public Policy 2016		
415-1	Political contributions	We do not make political contribution

Number	Title of disclosure	Pages in Integrated Report 2023
416 : Customer Health and Safety 2016		
416-1	Assessment of the health and safety impacts of product and service categories	<a href="#">&gt; P.71-76 City Gas Business [PDF:2.23MB]</a> <a href="#">&gt; P.77-78 Technical and Product Development [PDF:663KB]</a> <a href="#">&gt; P.79 LPG and Other Energies [PDF:218KB]</a> <a href="#">&gt; P.80 Electricity Business [PDF:432KB]</a> <a href="#">&gt; P.81-83 Business Development [PDF:979KB]</a> <a href="#">&gt; In an emergency</a>
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	No incidents
417 : Marketing and Labeling 2016		
417-1	Requirements for product and service information and labeling	<a href="#">&gt; P.71-76 City Gas Business [PDF:2.23MB]</a> <a href="#">&gt; P.77-78 Technical and Product Development [PDF:663KB]</a> <a href="#">&gt; P.79 LPG and Other Energies [PDF:218KB]</a> <a href="#">&gt; P.80 Electricity Business [PDF:432KB]</a> <a href="#">&gt; P.81-83 Business Development [PDF:979KB]</a> <a href="#">&gt; In an emergency</a>
417-2	Incidents of non-compliance concerning product and service information and labeling	No incidents
417-3	Incidents of non-compliance concerning marketing communications	No incidents
418 : Customer Privacy 2016		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	<a href="#">&gt; P.63-64 Compliance [PDF:82KB]</a>