

1. Employment*1

			Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Number of Employees	Non-consolidated	Total	Persons	2,759	2,764	2,750	2,702	1,638
		Male		2,309	2,314	2,288	2,237	1,312
		Female		450	450	462	465	326
	Consolidated	Total		5,799	6,198	6,225	6,180	6,080
		Male		4,401	4,728	4,726	4,685	4,605
		Female		1,398	1,470	1,499	1,495	1,475
Average Age (Non-consolidated)	Total	Age	42.4	42.6	42.6	42.3	41.5	
	Male		42.6	42.8	42.7	42.4	41.8	
	Female		41.1	41.5	41.7	42.0	40.5	
Average Years of Service (Non-consolidated)	Total	Years	18.4	17.7	17.6	17.0	16.6	
	Male		18.4	17.6	17.4	16.5	16.4	
	Female		18.3	18.0	18.6	19.0	17.4	
Number of Graduate Recruits (Non-consolidated) *2	Total	Persons	77	86	82	82	89	
	Male		61	68	63	59	62	
	Female		16	18	19	23	27	
Number of Mid-career Recruits (Non-consolidated)			15	28	17	33	28	
Ratio of mid-career Recruits (Non-consolidated)		%	16.3	24.6	17.2	28.7	25.5	
Number of Rehires (Non-consolidated) *3		Persons	267	325	316	295	121	
Turnover Rate (Non-consolidated) *4		%	1.33	1.66	1.32	1.50	1.77	
Ratio of Temporary Employees (Dispatch Staff) (Non-consolidated)		%	10.9	11.0	11.0	11.1	16.0	

*1 Data is as of end of March every year. Full-time employees, not including seconded employees (non-consolidated)

Starting from FY2022, due to the spin-off of Toho Gas Network Co., Ltd., the performance data presented here pertains to Toho Gas Co., Ltd. alone.

*2 Numbers starting in April in the following fiscal year

*3 Including part-time employees

*4 Includes seconded employees

2. Development of Human Resources

	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Total Training Hours (Non-consolidated)*	Hours	735.0	739.5	686.3	738.3	797.5
Annual Average Training Days (Non-consolidated)*	Days/person	1.3	1.2	1.1	1.1	1.2
Annual average training hours (Non-consolidated)*	Hours/person	9.7	9.1	8.3	8.6	9.0

* Training organized by the Personnel Department. Independent training by respective areas of the company is not included.

3. Promotion of Diversity

		Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Ratio of Female Employees	Non-consolidated	%	16.3	16.3	16.8	17.2	19.9
	Consolidated		24.1	23.7	24.1	24.2	24.3
Ratio of Women in Management Positions (Non-consolidated) *1			2.0	2.2	2.9	3.1	3.4
Ratio of Employment of People with Disabilities (Non-consolidated through FY2019, and consolidated from FY2020) *2			2.26	2.25	2.28	2.36	2.35

*1 Includes seconded employees

*2 As of June 1 for each fiscal year. Note that the rate for FY2023 is 2.40%.

4. Creating a Work-friendly Environment

		Unit	FY2018	FY2019	FY2020	FY2021	FY2022
New recipients of childcare leave *1		人	17	23	21	33	39
	Number of males therein:		1	2	5	15	25
Employees Who Begin Child-rearing or Nursing-careLeave *1 *2	Female	%	123.1	95.5	100.0	94.7	107.7
	Male		1.1	2.1	5.4	13.2	29.4
Percentage of male employees who took childcare leave or leave for childcare purposes *1 *2			75.3	75.5	75.3	76.3	96.5
New recipients of reduced working hours for childcare *1		人	12	15	19	7	20
	Number of males therein:		0	2	1	0	2
New recipients of caregiving leave *1			1	2	1	1	0
	Number of males therein:		1	0	0	0	0
New recipients of reduced working hours for caregiving *1			1	0	2	1	1
	Number of males therein:		0	0	0	0	0
Ratio of Paid Leave Taken *1			%	77.8	85.4	70.2	79.3
Average Monthly Overtime Hours per Person *1		時間/人・月	10.5	10.7	10.2	10.7	11.1
Number of Labor-union Members (Consolidated)		人	2,878	2,832	2,796	2,752	2,694

※1 Up until FY2021, the performance data pertained to Toho Gas Co., Ltd. alone. From FY2022 onwards, the data includes the combined performance of Toho Gas Co., Ltd. and Toho Gas Network Co., Ltd.

※2 Calculated in accordance with the provisions of the Act on Promotion of Women's Active Engagement in Professional Life. Regarding the "percentage of male employees who took childcare leave or leave for childcare purposes," the calculation is the proportion of male employees who, upon the birth of their child, took childcare leave or special leave for childcare purposes.

5. Initiatives for Occupational Health and Safety

		Unit	FY2018	FY2019	FY2020	FY2021	FY2022	
Target of Occupational Health and Safety(Non-consolidated)	Accidents accompanied by lost time	Cases	0	0	0	0	0	
	Fatal accidents		0	0	0	0	0	
Number of Incidents Related to Occupational Health and Safety (Non-consolidated)	Accidents accompanied by lost time		0	0	0	0	0	
	Fatal accidents		0	0	0	0	0	
Targets Related to Accident Occurrence(Non-consolidated)	Work injuries (work-related injuries)		0	0	0	0	0	
	Traffic injuries		0	0	0	0	0	
Number of Accidents (Non-consolidated)	Work injuries (work-related injuries)		4	6	4	3	0	
	Traffic injuries		25	19	17	10	6	
Lost-time Incident Rate (Non-consolidated) *1			—	0.36	0.31	0.75	0.52	0.00
Lost-time Accident Severity Rate (Non-consolidated) *2			—	0.013	0.0003	0.029	0.017	0.000
Medical-checkup Participation Rate Target (Non-consolidated)		%	100	100	100	100	100	
Medical-checkup Participation Rate Results (Non-consolidated)			100	100	100	100	100	
Totalled Results for Medical-checkup History Forms	Percent of men who smoke		30.2	28.7	27.6	23.9	23.1	
	Percent of men who exercise regularly		21.7	20.9	21.5	22.6	23.9	
Medical-checkup Effect Indicator	Ideal body weight ratio (male)		68.9	70.0	69.1	69.9	72.7	
	Participation rate		97.3	96.3	97.9	98.1	96.4	
Stress-check Effect Indicator	Overall health risk		—	93	93	92	92	87

*1 A safety indicator representing incidence of occupational accidents. Represents work stoppages caused by occupational accidents per 1,000,000 total work hours.

Lost-time incident rate = (number of work stoppages) / (total work hours of workers) x 1,000,000

*2 A safety indicator representing the number of workdays lost caused by occupational accidents per 1,000 total work hours

Lost-time accident severity rate = (number of lost workdays) / (total work hours of workers) x 1,000

			Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Number of Persons Who Participated in Occupational Health and Safety-related Training (Non-consolidated)	Education of foremen and safety supervisors	2 days	Persons	61	58	-	6	6
	Education of new-employee safety promotion officers	3 hours		94	93	115	125	43
	Traffic-safety training program for young employees	1 day		36	41	-	30	22
	Traffic-safety training program	1 hour		338	235	-	423	158
	Mental health training (self-care)	80 minutes		79	74	82	82	52
	Mental health training (line care)	75 minutes		43	31	49	45	23

* Training in FY2020 was partially postponed to prevent COVID-19 infection. Education of new-employee safety promotion officers was conducted by means of distributed textbooks.