

Social Data 2024

1. Employment *1

| | | | Unit | FY2019 | FY2020 | FY2021 | FY2022 | FY2023 |
|--|------------------|--------|---------|--------|--------|--------|--------|--------|
| Number of employees | Non-consolidated | Total | Persons | 2,764 | 2,750 | 2,702 | 1,638 | 1,139 |
| | | Male | | 2,314 | 2,288 | 2,237 | 1,312 | 945 |
| | | Female | | 450 | 462 | 465 | 326 | 194 |
| | Consolidated | Total | | 6,198 | 6,225 | 6,180 | 6,080 | 6,042 |
| | | Male | | 4,728 | 4,726 | 4,685 | 4,605 | 4,543 |
| | | Female | | 1,470 | 1,499 | 1,495 | 1,475 | 1,499 |
| Average age (non-consolidated) | | Total | Age | 42.6 | 42.6 | 42.3 | 41.5 | 41.6 |
| | | Male | | 42.8 | 42.7 | 42.4 | 41.8 | 41.8 |
| | | Female | | 41.5 | 41.7 | 42.0 | 40.5 | 40.5 |
| Average years of service (non-consolidated) | | Total | Years | 17.7 | 17.6 | 17.0 | 16.6 | 15.9 |
| | | Male | | 17.6 | 17.4 | 16.5 | 16.4 | 15.8 |
| | | Female | | 18.0 | 18.6 | 19.0 | 17.4 | 16.3 |
| Number of graduate recruits (non-consolidated) *2 | | Total | Persons | 86 | 82 | 82 | 89 | 94 |
| | | Male | | 68 | 63 | 59 | 62 | 63 |
| | | Female | | 18 | 19 | 23 | 27 | 31 |
| Number of mid-career recruits (non-consolidated) | | | | 28 | 17 | 33 | 28 | 51 |
| Ratio of mid-career recruits (non-consolidated) | | | % | 24.6 | 17.2 | 28.7 | 25.5 | 36.4 |
| Number of rehires (non-consolidated) *3 | | | Persons | 325 | 316 | 295 | 121 | 84 |
| Turnover rate (non-consolidated) *4 | | | % | 1.66 | 1.32 | 1.50 | 1.77 | 1.72 |
| Ratio of temporary employees (dispatch staff) (non-consolidated) | | | | 11.0 | 11.0 | 11.1 | 16.0 | 8.9 |

*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 | FY2019 | FY2020 | FY2021 | FY2022 | FY2023 |
|---|--------------|--------|--------|--------|--------|--------|
| Total training hours (non-consolidated)* | Hours | 739.5 | 686.3 | 738.3 | 797.5 | 727.4 |
| Annual average training days (non-consolidated)* | Days/person | 1.2 | 1.1 | 1.1 | 1.2 | 1.1 |
| Annual average training hours (non-consolidated)* | Hours/person | 9.1 | 8.3 | 8.6 | 9.0 | 8.4 |

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

3. Promotion of Diversity

| | | Unit | FY2019 | FY2020 | FY2021 | FY2022 | FY2023 |
|--|------------------|------|--------|--------|--------|--------|--------|
| Ratio of female employees | Non-consolidated | % | 16.3 | 16.8 | 17.2 | 19.9 | 19.6 |
| | Consolidated | | 23.7 | 24.1 | 24.2 | 24.3 | 24.8 |
| Ratio of women in management positions (non-consolidated) *1 | | | 2.2 | 2.9 | 3.1 | 3.4 | 3.4 |
| Ratio of employment of people with disabilities (non-consolidated through FY2019, and consolidated from FY2020) *2 | | | 2.25 | 2.28 | 2.36 | 2.35 | 2.40 |

*1 Includes seconded employees

*2 As of June 1 for each fiscal year. Note that the rate for FY2024 is 2.53%.

4. Creating a Work-friendly Environment

| | | Unit | FY2019 | FY2020 | FY2021 | FY2022 | FY2023 |
|--|--------------------------|------------------------|--------|--------|--------|--------|--------|
| New recipients of childcare leave *1 | | Persons | 23 | 21 | 33 | 39 | 65 |
| | Number of males therein: | | 2 | 5 | 15 | 25 | 51 |
| Employees who begin child-rearing or nursing-care leave *1*2 | Female | % | 95.5 | 100.0 | 94.7 | 107.7 | 87.5 |
| | Male | | 2.1 | 5.4 | 13.2 | 29.4 | 51.5 |
| Percentage of male employees who took childcare leave or leave for childcare purposes *1*2 | | | 75.5 | 75.3 | 76.3 | 96.5 | 94.9 |
| New recipients of reduced working hours for childcare *1 | | Persons | 15 | 19 | 7 | 20 | 15 |
| | Number of males therein: | | 2 | 1 | 0 | 2 | 1 |
| New recipients of caregiving leave *1 | | | 2 | 1 | 1 | 0 | 1 |
| | Number of males therein: | | 0 | 0 | 0 | 0 | 1 |
| New recipients of reduced working hours for caregiving *1 | | | 0 | 2 | 1 | 1 | 0 |
| | Number of males therein: | | 0 | 0 | 0 | 0 | 0 |
| Ratio of paid leave taken *1 | | % | 85.4 | 70.2 | 79.3 | 81.3 | 89.9 |
| Average monthly overtime hours per person *1 | | Hours/person per month | 10.7 | 10.2 | 10.7 | 11.1 | 11.4 |
| Number of labor-union members (consolidated) | | Persons | 2,832 | 2,796 | 2,752 | 2,694 | 2,649 |

*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. Occupational Health and Safety Initiatives

| | | Unit | FY2019 | FY2020 | FY2021 | FY2022 | FY2023 | |
|--|---------------------------------------|-------|--------------------------------|--------|--------|--------|--------|------|
| 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) | | 6 | 4 | 3 | 0 | 0 | |
| | Traffic injuries | | 19 | 17 | 10 | 6 | 4 | |
| Lost-time incident rate (non-consolidated) *1 | | — | 0.31 | 0.75 | 0.52 | 0.25 | 0 | |
| Lost-time accident severity rate (non-consolidated) *2 | | | 0.0003 | 0.029 | 0.017 | 0.009 | 0 | |
| 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 *3 | Percent of men who smoke | | 28.7 | 27.6 | 23.9 | 23.1 | 16.3 | |
| | Percent of men who exercise regularly | | 20.9 | 21.5 | 22.6 | 23.9 | 25.8 | |
| Medical-checkup effect indicator *3 | | | Ideal body weight ratio (male) | 70.0 | 69.1 | 69.9 | 72.7 | 75.7 |
| Stress-check effect indicator *3 | Participation rate | | 96.3 | 97.9 | 98.1 | 96.4 | 98.8 | |
| | Overall health risk | — | 93 | 92 | 92 | 87 | 86 | |

*1 The frequency of accidents is represented by the number of incidents resulting in work stoppages due to workplace accidents per one million total work hours. Lost-time incident rate = (number of work stoppages) / (total work hours of workers) x 1,000,000

*2 The severity of accidents is represented by the number of workdays lost due to workplace accidents per 1,000 total work hours. Lost-time accident severity rate = (number of lost workdays) / (total work hours of workers) x 1,000

*3 To reduce the number of employees taking leave due to illness and those requiring health considerations, specific targets have been established for each item.

2024 Health and Safety Promotion Plan: Smoking rate (male): 20%, Ideal body weight ratio (male): 69.3%, Stress check overall health risk: 91.

| | | | Unit | FY2019 | FY2020 *4 | FY2021 | FY2022 | FY2023 |
|--|--|------------------|---------|--------|-----------|--------|--------|--------|
| Number of persons who participated in occupational health and safety-related training (non-consolidated) | Education of foremen and health and safety supervisors | 2 days | Persons | 58 | — | 6 | 6 | 2 |
| | Education of health and safety promoters *5 | 3 hours | | 93 | 115 | 125 | 43 | 90 |
| | Traffic-safety training program for young employees | 1 day | | 41 | — | 30 | 22 | 20 |
| | Traffic-safety training program | 1 hour | | 235 | — | 423 | 158 | 100 |
| | New employee training (mental health training (self-care)) | 90 minutes | | 74 | 82 | 82 | 52 | 47 |
| | Labor management training (mental health training (line care)) | 60 to 90 minutes | | 31 | 49 | 45 | 23 | 35 |

*4 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.

*5 Only for new health and safety promoters in 2022 and earlier.

6. Other - Changes in Health Management Indices *1

| | | Unit | FY2019 | FY2020 | FY2021 | FY2022 | FY2023 |
|--|---|------|--------|--------|---------------|---------------|---------------|
| Rate of receiving detail examination | | % | 79 | 74 | 81 | 82 | 84 |
| Rate of health guidance for high-risk individuals | | | 99 | 69 | 91 | 90 | 86 |
| Participation rate in measures related to women’s health issues *2 | | | 100 | 100 | 100 | 100 | 100 |
| Employee satisfaction with health measures *3 | | | — | — | — | — | 96 |
| Follow-up rate for high-risk individuals *4 | | | — | 100 | 100 | 100 | 100 |
| Status of employee health literacy *5 | New employee training | | — | 100 | 100 | 94 | 100 |
| | Other training | | — | 100 | 100 | 99 | 100 |
| Absenteeism *6 | Absence rate (due to mental health) | | 1.35 | 1.39 | 1.28 | 1.52 | 1.28 |
| | Absence rate (due to physical health) | | 0.95 | 0.8 | 0.91 | 0.89 | 0.9 |
| Presenteeism *7 | Actual | — | — | — | — | — | 76.87 |
| | Number of people measured (response rate) | | — | — | — | — | 2,789 (98.5%) |
| Work engagement *8 | Actual | | — | — | BB | BB | BB |
| | Number of people measured (response rate) | | — | — | 2,615 (96.7%) | 2,632 (97.3%) | 2,708 (95.1%) |

*1 Data extracted from employees of Toho Gas Co., Ltd. and Toho Gas Network Co., Ltd.

*2 Video education on women's health for female employees (during medical checkup performed at company clinic).

*3 Based on results (total of "Very satisfied" and "Somewhat satisfied") of survey taken after FY2023 seminar on improving sleep habits.

*4 Percentage of regular follow-ups of individuals with diabetes or high blood pressure by a public health nurse.

*5 Based on results (total of "Understood well" and "Understood somewhat") of survey taken after mental health training.

*6 Percentage of employees who took a long-term absence or leave (30 days or more) due to injury or illness.

Data was extracted and compiled from the attendance system for all employees, and therefore, the response rate is 100%.

*7 Based on results of Tokyo University's Single-Item Presenteeism Question (SPQ).

*8 Based on results of the engagement survey conducted by Link and Motivation Inc. Toho Gas scored "52 ≤ x < 55: BB" where the average company score is 50.

*6-8: Final goal indicators of health management initiatives

Targets have been set in the 14th Three-Year Health and Safety Promotion Plan based on the average values from the previous three years.

Absenteeism (2023-2025 average): Absence rate (due to mental health) 1.4%, Absence rate (due to physical health) 0.9%

Presenteeism: Not set due to insufficient historical data

Work engagement: A [58 to less than 61]