

Social Data 2025

1. Employment**1

			Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Number of employees	Non-consolidated	Total	Persons	2,750	2,702	1,638	1,139	934
		Male		2,288	2,237	1,312	945	761
		Female		462	465	326	194	173
	Consolidated	Total		6,225	6,180	6,080	6,042	6,074
		Male		4,726	4,685	4,605	4,543	4,520
		Female		1,499	1,495	1,475	1,499	1,554
Average age (non-consolidated)		Total	Age	42.6	42.3	41.5	41.6	41.4
		Male		42.7	42.4	41.8	41.8	42.0
		Female		41.7	42.0	40.5	40.5	38.9
Average years of service (non-consolidated)		Total	Years	17.6	17.0	16.6	15.9	15.2
		Male		17.4	16.5	16.4	15.8	15.4
		Female		18.6	19.0	17.4	16.3	14.3
Number of graduate recruits (non-consolidated)*2		Total	Persons	82	82	89	94	95
		Male		63	59	62	63	66
		Female		19	23	27	31	29
Number of mid-career recruits (non-consolidated)		17		33	28	51	53	
Ratio of mid-career recruits (non-consolidated)			%	16.5	28.7	25.5	36.4	36.1
Number of rehires (non-consolidated)*3			Persons	316	295	121	84	66
Turnover rate (non-consolidated)*4			%	1.32	1.50	1.77	1.72	1.93
Ratio of temporary employees (dispatch staff) (non-consolidated)				11.0	11.1	16.0	8.9	6.0

*1 Data is as of end of the March of every year. Full-time employees, not including seconded employees (non-consolidated). Starting from FY2023, 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 of the following fiscal year

*3 Including part-time employees

*4 Includes seconded employees

2. Development of Human Resources

	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Total training hours (non-consolidated)*	Hours	686.3	738.3	797.5	727.4	1,090.9
Annual average training days (non-consolidated)*	Days/person	1.1	1.1	1.2	1.1	1.2
Annual average training hours (non-consolidated)*	Hours/person	8.3	8.6	9.0	8.4	9.4

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

3. Promotion of Diversity

		Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Ratio of female employees	Non-consolidated	%	16.8	17.2	19.9	19.6	20.3
	Consolidated		24.1	24.2	24.3	24.8	25.6
Ratio of women in management positions (non-consolidated)*1			2.9	3.1	3.4	3.4	3.5
Ratio of employment of people with disabilities (consolidated)*2			2.28	2.36	2.35	2.40	2.53

*1 Includes seconded employees

*2 As of June 1 for each fiscal year. Note that the rate for FY2025 is 2.55%.

4. Creating a Work-Friendly Environment

		Unit	FY2020	FY2021	FY2022	FY2023	FY2024
New recipients of childcare leave* ¹		Persons	21	33	39	65	59
	Number of males therein:		5	15	25	51	53
Employees who begin child-rearing or nursing-care leave* ¹ , * ²	Female	%	100.0	94.7	107.7	87.5	100.0
	Male		5.4	13.2	29.4	51.5	67.1
Percentage of male employees who took childcare leave or leave for childcare purposes* ¹ , * ²			75.3	76.3	96.5	94.9	105.1
New recipients of reduced working hours for childcare* ¹		Persons	19	7	20	19	8
	Number of males therein:		1	0	2	1	2
New recipients of caregiving leave* ¹			1	1	0	1	1
	Number of males therein:		0	0	0	1	1
New recipients of reduced working hours for caregiving* ¹			2	1	1	0	2
	Number of males therein:		0	0	0	0	0
Ratio of paid leave taken* ¹		%	70.2	79.3	81.3	89.9	81.8
Average monthly overtime hours per person* ¹		Hours/ person per month	10.2	10.7	11.1	11.4	11.3
Number of labor union members (consolidated)		Persons	2,796	2,752	2,694	2,649	2,500

*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	FY2020	FY2021	FY2022	FY2023	FY2024	
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	3	0	0	1	
		Traffic injuries		17	10	6	4	1	
Lost-time incident rate (non-consolidated)*1				—	0.75	0.52	0.25	0	0
Lost-time accident severity rate (non-consolidated)*2					0.029	0.017	0.009	0	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
Total results for medical checkup history forms		Percentage of men who smoke			27.6	23.9	23.1	16.3	17.7
		Percentage of men who exercise regularly			21.5	22.6	23.9	25.8	25.4
Medical-checkup effect indicator		Ideal body weight ratio (male)			69.1	69.9	72.7	75.7	73.9
Stress-check effect indicator		Participation rate			97.9	98.1	96.4	98.8	98.9
		Overall health risk		—	92	92	87	86	89
Education of foremen and health and safety supervisors*3	Education of health and safety promoters	2 days	Persons	—	6	6	2	2	
	Traffic safety training program for young employees*4	3 hours		115	125	43	90	69	
	Traffic safety training program for young employees	1 day		—	30	22	20	4	
	Traffic safety training program	1 hour		—	423	158	100	39	
	New employee training (mental health training [self-care])	90 minutes		82	82	52	47	94	
	Labor management training (mental health training [line care])	60 to 90 minutes		49	45	23	35	121	

*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) × 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) × 1,000

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

*4 Only for new health and safety promoters in FY2022 and earlier

6. Other – Changes in Health Management Indices*1

		Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Rate of receiving detailed examination		%	74	81	82	84	82
Rate of health guidance for high-risk individuals			69	91	90	86	89
Participation rate in measures related to women's health issues*2			100	100	100	100	100
Employee satisfaction with health measures*3			—	—	—	96	95
Follow-up rate for high-risk individuals*4			100	100	100	100	100
Status of employee health literacy*5	New employee training		100	100	94	100	100
	Other training		100	100	99	100	100
Absenteeism*6	Absence rate (due to mental health)		1.39	1.28	1.52	1.28	1.73
	Absence rate (due to physical health)		0.80	0.91	0.89	0.90	0.94
Presenteeism*7	Actual	—	—	—	—	76.87	77.81
	Number of people measured (response rate)		—	—	—	2,789 (98.5%)	1,980 (98.9%)
Work engagement*8	Actual		—	BB	BB	BB	BB
	Number of people measured (response rate)		—	2,615 (96.7%)	2,632 (97.3%)	2,708 (95.1%)	2,985 (97.5%)

*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 FY2024 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, 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.