

Initiatives for Occupational Health and Safety

Basic Concept

Toho Gas believes that “ensuring the health and safety of workers is a cornerstone of fulfilling our social responsibility as a corporation” and makes every effort to ensure that our employees are able to enjoy a healthy, safe, and comfortable workplace. In addition to promoting health management, we strive to maintain an environment in which our employees will thrive over the long term.

Toho Gas Group Health and Safety Declaration

Toho Gas Group is working to evolve as an energy operator, to create diverse value in life and business and to promote solutions for social issues in order to contribute to a sustainable society.

It is our employees who support work and, therefore, ensuring the safety and health of our employees is the foundation for fulfilling our social responsibility as a corporation. We work to prevent occupational accidents, traffic accidents, and diseases so as to ensure the safety and health of our employees and create a comfortable working environment.

Occupational Health and Safety Promotion System

Twice a year, we hold Central Safety and Health Board meetings chaired by the president to enhance company-wide health and safety management and to promote health. The board deliberates on the three-year action plan and the action plans for each year, reflecting the results in subsequent plans and reporting their content to the Board of Directors.

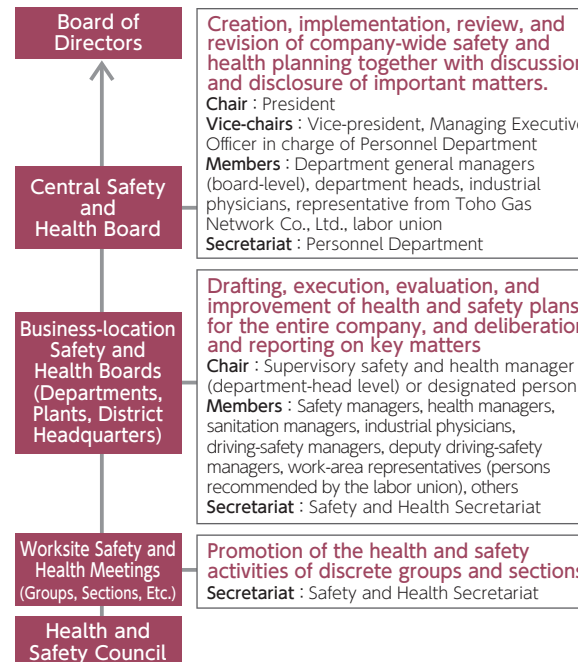
The Central Safety and Health Board also oversees the individual Safety and Health Boards and Workplace Safety and Health Councils that are in place at each company facility. These committees all work together to plan and implement company-wide health and safety activities. The Safety and Health Boards at each facility are structured so that at least half of its members are recommended by the labor union, so that our employees are active participants

in all health and safety activities.

We also organize health and safety councils that include the participation of our partner companies in educating and enhancing awareness of both safety and quality issues together with on-site patrols and other measures intended to prevent accidents in the workplace.

We also have appointed safety and health liaisons at

Occupational Safety and Health Management System

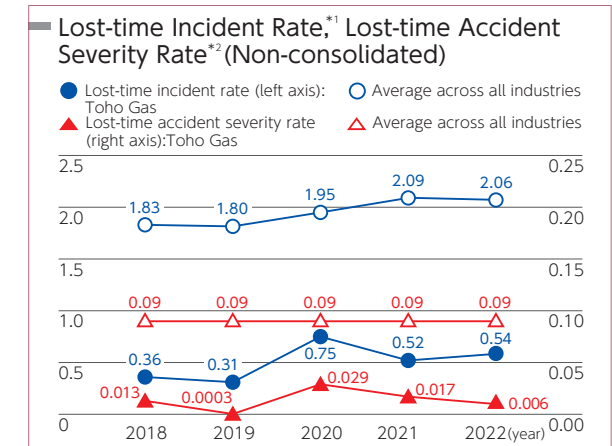


each facility, who lead efforts to promote individual wellness activities at work. Participation in walking challenges and other similar activities not only promotes health but also stimulates communication with coworkers.

Status of work-related injuries

The incidence of lost workdays during 2022 was lower than average for companies with at least 100 workers across all industries. There were two incidents that resulted in lost-time injuries and no incidents that resulted in non-lost-time injuries reported during 2022, a decrease of one incident compared to the previous year. One of these incidents involved falling on an icy road, and the other involved falling to the ground from a height of 40 cm while working at a customer’s home. Both incidents resulted in broken bones. In a typical year, fractures due to falls will account for 50% of all fractures.

In the aftermath of a workplace accident, we strive to prevent similar accidents by reporting on the accident, sharing information with all employees, and issuing an ad hoc newsletter via email.



*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

Group-wide Health and Safety Activities

We hold activities to share yearly health and safety policies and results of each company for mutual improvement.

In addition, we organize a Health and Safety Council including partner companies and make efforts to prevent work accidents throughout the Group by means and education and awareness of safety and quality and through on-site patrols, for example.

Occupational health and safety education and systems

Experiential Safety Training

We have established a training facility in the Head Office that showcases past cases of injury related to gas construction work and where risk can be experienced up close using dummies and the like. In an environment where safety is ensured, persons can actually experience for themselves such hazardous conditions as falls, fire, electrostatic discharge, and landslides, which leads to the prevention of workplace accidents due to a heightened sense of danger.



Training facility

Driver Certification System

We have established an in-house driving-license system for employees who drive company-owned vehicles. Drivers obtaining one for the first time start with entry-level training and ride-along testing and suitability testing must be conducted at the time of renewal every five years, which helps to prevent traffic accidents. In addition, driving recorders are installed in all vehicles,

with superiors and others conducting sampling reviews of recorded video and providing guidance.



During guidance

Health Management Promotion

The Group is working to support health and to create a safe and comfortable workplace where employees can play an active role for a long time.

Comprehensive Medical Checkups

We have been collaborating with a health insurance society to conduct comprehensive health checkups that include more periodic health-check items than those mandated by Industrial Safety and Health Act, such as stomach and dental examinations as well as one-on-one interviews, thereby making thoroughgoing efforts to promote health from a younger age, and in prevention of lifestyle-related diseases. Our aim is to achieve an annual rate of 100% for periodic health checkups, and each year we have been sustaining this 100% rate.

Health Consultation Contacts

We established telephone and email contact points for health consultations with industrial physicians and public-health nurses that take a wide range of inquiries regarding mental or physical problems either from employees themselves or from their superiors, and effort is made to improve health through early action.

Mental Health Measures

Mental health education tailored to an employee's job level is available for new employees, mid-level employees, and managers as a primary prevention measure, and support activities for workplace improvement are conducted every year based on the results of group analysis of stress checks.

We also have made mental health counseling by public health nurses available as needed during comprehensive health checkups. For those employees who have been on leave, we have a return-to-work support program, in which industrial physicians and public health nurses work together with workplace supervisors and the Human Resources Department to provide support for those returning to work.

Passive-smoke Measures

While a preliminary separation of smoking and non-smoking areas was completed in 2012 by constructing indoor smoking rooms, we are currently preparing to move all indoor smoking to outdoor areas as well as to implement new rules regarding smoking. In addition, we provide employees who wish to quit smoking with access to smoking cessation services from both in-house and online clinics.

Recognized As a "Certified Health & Productivity Management Outstanding Organization 2023 (White 500)"

In March 2023, Toho Gas was recognized jointly by the Ministry of Economy, Trade and Industry and the Japan Health Council a White 500 Outstanding Health & Productivity Management Organization for 2023 for the fourth consecutive year.



Initiatives for Occupational Health and Safety

— Overview of the 2023 Company-wide Safety and Health Promotion Plan (Policy and Goals)

— Policy

In terms of traffic accidents, the number of major accidents such as rear-end collisions and accidents for which we are at fault is decreasing due to the promotion of safe driving and increased usage of safety equipment. However, amid various environmental changes, we will continue our efforts to reduce accidents. This includes efforts that focus on high-risk groups such as young and elderly drivers, as well as thorough checks of the surroundings before departure, and other such moves to promote effective safety activities.

Meanwhile, to fulfill our mission as a gas operator, improvement of health status is a key issue.

To support the mental and physical health of each employee in the Toho Gas Group, we will continue initiatives such as mental-health measures, cancer prevention, and lifestyle disease prevention.

— Goals

- (1) Inhibiting the number of work-related injury incidents
 - ① Zero lost time from work injuries, zero traffic accidents in which the other party suffers injury, etc.
- (2) Promotion of mental and physical health
 - ① Control of mental-health risks
 - In stress checks
 - Reducing the number of business sites where overall health risks are high
 - Improved workplace support (superiors and colleagues)
 - Reducing the percentage of high-stress persons
 - ② Improvement of physical health risks
 - Reducing the metabolic syndrome rate
 - Reducing the obesity rate
 - Reducing the rate of excessive drinking
 - Reducing the smoking rate among men