

Medium-Term Management Plan 2022-2025

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Contribute to the SDGs

As a community-based company, we will continue to work to achieve the SDGs with our stakeholders.

Strengthening initiatives to coexist with the local community

We are deepening cooperation with local governments and other organizations and strengthening initiatives to coexist with the local community to solve social issues and improve resilience.

For more information, see pages 59 and 60 in Foundation for Value Creation.

Collaborating with local governments in promoting solutions for social issues

We are deepening cooperation with local governments in various aspects, such as supporting carbon neutrality efforts and creating initiatives for new regional electric power companies, thereby contributing to creating a more attractive community.

Cooperative agreements with local governments

We have concluded partnership agreements with local governments to work on activities to help solve regional issues such as realizing carbon neutrality and educating children who will lead the next generation. We aim to realize a sustainable society by leveraging our knowledge and expertise accumulated to date and strengthening initiatives to coexist with the local community in cooperation with local governments.

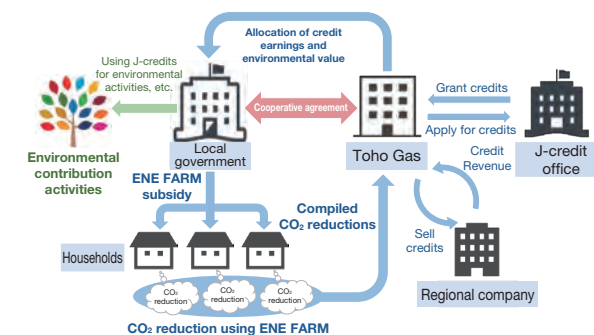


Summer school experiment class
(Initiative based on a comprehensive partnership agreement with the city of Miyoshi)

Contracting party	Agreement name	Date of agreement
Okazaki	Comprehensive Collaboration Agreement for the Promotion, Etc., of Carbon Neutrality	November 2022
Hashima	Comprehensive Collaboration Agreement for Achieving a Zero Carbon City	January 2023
Chiryu	Comprehensive Collaboration Agreement for the Promotion of the SDGs	January 2023
Kuwana	Comprehensive Collaboration Agreement for Achieving a Zero Carbon City	January 2023
Anjo	Comprehensive Collaboration Agreement for the Promotion, Etc., of Carbon Neutrality	March 2023
Miyoshi	Comprehensive Collaboration Agreement for Town Development	March 2023
Kota	Comprehensive Collaboration Agreement for the Promotion, Etc., of Carbon Neutrality	October 2023
Nagoya	Comprehensive Agreement on Partnership and Collaboration	February 2024
Nisshin	Collaboration Agreement for the Promotion of Decarbonization for Achieving a Zero Carbon City	April 2024
Tsu	Partnership Agreement on the Promotion of Energy Saving Facilities for Achieving Carbon Neutrality	May 2024

Supporting local government's efforts to achieve carbon neutrality using J-credits

Using ENE FARM residential fuel cells installed in homes with subsidies from local governments, we compile the amount of CO₂ reduced in the home, convert it to J-credits, and use them in the local government area to promote local production and local distribution of environmental value and contribute to realizing carbon neutrality in the region.



Example of creating and utilizing J-credits

Promoting the second phase of development of the Minato AQUUS

Contributing to the local community through Minato AQUUS

We are working to create a community based on the concept of creating a town that fosters connections among people, the environment and the region.

By centrally managing energy supply and demand through our community energy management system (CEMS), we continue to achieve a CO₂ reduction rate of 60% or more compared to 1990 levels. We installed the ENE FARM Type S residential fuel cell in 503 total ZEH-M Oriented certified* condominiums. By sharing surplus electricity, we contribute to providing approximately 10% of the local electricity needs to promote local production and local distribution.

Additionally, through the Ministry of the Environment's decarbonization pilot project in Nagoya in collaboration

* "ZEH-M Oriented" refers to condominiums that reduce primary energy consumption by over 20% building-wide, including in shared areas.

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with Mitsui Fudosan Residential Co., Ltd. and the agreement with Nagoya and Nagoya University for promoting a decarbonized society through the Minato AQUUS urban development project in April 2024, we will utilize Minato AQUUS for research and demonstration to realize a decarbonized society and address regional issues.

Progress is now being made on phase two development including the PORTBASE concert hall, and this will help develop the area into a vibrant town with diverse experiences and interactions.



Unveiling ceremony of the agreement signing



Conceptual drawing of PORTBASE

Addressing ESG challenges

We will steadily address ESG issues to achieve sustainability.

For more information, see pages 48 to 83 in Foundation for Value Creation.

Environment, Society, and Governance initiatives

Environment

We are implementing initiatives for climate change measures, resource recycling, and biodiversity conservation to contribute to achieving a sustainable society.

Environmental management, global warming countermeasures, resource recycling, and biodiversity conservation

Toho Gas Group has formulated Environmental Action Principles and Environmental Action Guidelines, and under an environmental management system, we set environmental action goals and promote a wide range of environmental activities.

We promote initiatives to reduce our own CO₂ emissions intensity, control CO₂ emissions including those at customer locations, reduce the consumption of natural resources while promoting effective use of recycled resources, and support biodiversity conservation through our business activities.

Chita Peninsula Greenbelt acquired certification as a nature-friendly site

Chita Peninsula Greenbelt, an initiative in cooperation with various companies including Toho Gas as part of the Inochiwotsunagu ("Connecting Life") Project, acquired certification from Japan's Ministry of the Environment as a nature-friendly site.

We will continue to work with these companies to play a part in the ecosystem network through the creation of a quality green space, with the aim to improve the biodiversity of the Chita Peninsula and contribute to realizing a sustainable society.



Chita Peninsula Greenbelt

Social

We will maintain and strengthen our relationships with our stakeholders and contribute to the development of the community together with cooperating companies and others.

Initiatives to contribute to the local community and respect human rights

We address diverse needs and challenges facing the region, contribute to realizing prosperity in the community, and are actively engaged in environmental and social contribution activities as well as the promotion of local culture and sports.

In addition, we conduct our business activities in accordance with international standards, such as the United Nations Guiding Principles on Business and Human Rights and respect the human rights of our stakeholders.

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Governance

We will strengthen our corporate governance to continue to gain the trust of our stakeholders.

● Enhancing job satisfaction and ease of work, and promoting diversity

To enhance employee engagement and promote personal and organizational growth, we will work to improve job satisfaction and ease of work, and promote diversity.

For more information, see pages 61 to 68 in Foundation for Value Creation.

Human resource management

We encourage employees to take on new challenges through training, placement, evaluation, and other measures to further their growth.

Human resource management and training programs

We encourage success of our human resources through recruitment, training, placement, and fair evaluation. In addition, to respond to environmental changes, such as carbon neutrality and DX, we develop capabilities based on on-the-job training, group training, and self-development. Furthermore, we expand opportunities for challenges and growth through interactions with different industries.

Diversity and inclusion

We will secure diverse talent and support their engagement to revitalize the organization, strengthen our competitiveness, and foster innovation.

Strengthening internal systems

To further enhance diversity and inclusion, we created the D&I and Career Development Support Group in our Personnel Department. With the focus on the new group, we will implement more effective activities than before in promoting women, career hires, seniors, and people with disabilities, as well as providing career training for younger employees.

Flexible workstyles

We are working to create an environment where employees can choose productive work styles to better balance their work and life for a more fulfilling life.

Promoting flexible workstyles

We are expanding the system to allow flextime and telecommuting for more flexible work styles and enable employees to work autonomously and efficiently, and we are relaxing the dress code.

Supporting balancing work and childcare (received Platinum Kurumin Certification)

To support balancing work and childcare, we have established a leave system and reduced working hour system. In recognition of our efforts to support childcare at a high standard, we received the Platinum

Kurumin Certification from the Ministry of Health, Labour and Welfare in May 2023.



Safety and health management

We provide physical and mental health management and a safe, secure, and comfortable workplace to ensure the long-term success of employees.

Promoting health management

Regular health checkups include a comprehensive health exam covering legally required items, gastrointestinal and dental examinations, as well as one-on-one visits to help prevent illness from a young age. We also promote health management by providing rank-specific mental health education to new employees, mid-level employees, and managers.