

## Contribution to the Local Community

### Basic Concept

The Toho Gas Group is advancing efforts to contribute to a sustainable society, addressing diverse regional needs and challenges such as carbon neutrality and enhanced resilience. We are deepening our collaboration with municipalities, primarily in the three-prefecture Tokai region (Aichi, Gifu, and Mie), strengthening our engagement with customers, and striving to co-create new value. By addressing the emerging challenges in the region, we aim to contribute to achieving prosperity within the region.

### Initiatives for Coexistence with Local Communities

#### Comprehensive collaboration agreement with Nagoya City

Toho Gas and Toho Gas Network Co., Ltd. signed a comprehensive collaborative agreement with the city of Nagoya to realize the five-city vision outlined in the Nagoya City Master Plan 2023. This agreement aims to achieve mutual sustainable development by promoting activities through cooperation and collaboration, further improving public services, and revitalizing the local community.



Comprehensive collaboration with the city of Nagoya

#### Revitalizing the local community through regional new power generation

Toho Gas has jointly established five regional new power companies with local governments and other organizations in an effort to supply electricity generated from local power sources such as waste-to-energy to public facilities. In this way, we are promoting carbon neutrality of the region and contributing to local

production and local distribution of energy. Moving forward, we will contribute to regional revitalization such as by donating business profits to local governments.

Municipality	Power company	Date established
Matsuzaka	Matsusaka Shin-denryoku Co., Ltd.	November 2017
Okazaki	Okazaki Sakura Electric Power Co., Inc.	March 2020
Suzuka	Suzuka Green Energy Co., Ltd.	September 2022
Kariya and Chiryu	Kariya Chiryu Mirai Electric Power Co., Ltd.	November 2022
Ichinomiya	Ichinomya Mirai Energy Co., Ltd.	January 2023



Donation presentation ceremony (Matsusaka Shin-denryoku)

### Strengthening Regional Resilience

We are aiming to improve disaster preparedness throughout the region by strengthening collaboration among industry, government, and academia. Through joint disaster prevention drills with local governments, we are enhancing cooperation in times of disaster.

#### Promoting technical cooperation with local governments

Toho Gas Network Co., Ltd. signed the Basic Agreement on Technical Cooperation with the Nagoya City Waterworks and Sewerage Bureau to strengthen maintenance of facilities and equipment as well as cooperation in developing human resources. Due to shared operational challenges in maintenance of pipeline facilities and development of human resources, the agreement aims to quickly resolve issues and ensure more efficient business operations through cooperation and collaboration including the sharing of information and joint inspections. We will continue to promote safety measures, such as gas facility maintenance and emergency response, and further enhance cooperation with related organizations to continue to ensure safe and secure use of city gas.



Agreement signing ceremony

#### Activities to protect children and seniors

To deter children victimization, we are engaged in crime prevention activities for protecting children, together with sales outlets, construction companies, and other locations. We have designated some 200 business locations as children's emergency shelters to protect children who feel unsafe, and we have affixed Child Crime Prevention Patrol Support Vehicle stickers to some 2,200 Group vehicles.

Toho Gas and Toho Gas Customer Service Co., Ltd. signed an agreement with local governments to cooperate in monitoring activities for seniors in building a community where they can live with peace of mind.

## Contribution to the Local Community

### Education for the Next Generation

#### Activities supporting school education

Toho Gas Network Co., Ltd. offers special classes at schools on energy and disaster prevention, the environment, and food for elementary and middle school students who will lead the next generation. In FY2023, we offered a total of 91 classes in 45 schools with curriculum such as “Let’s Think! Energy and Disaster Prevention,” “Global Environment and Natural Gas,” and “Let’s Make Roasted Sweet Potatoes.” We are also engaged in educational activities in cooperation with local groups and organizations.



Special class at a school

#### Hosting biodiversity and biotope courses at Nagoya Open University of the Environment

Since the establishment of Nagoya Open University of the Environment—a collaborative network for mutual learning involving businesses, citizens, civic groups, educational institutions, and local governments—we have been active in establishing environmental courses on biodiversity and biotopes.

In FY2023, classes on living organisms and the environment were held through classroom lectures and observations of dragonfly larva in a biodiversity and biotope course for middle and high school students, inviting Ms. Akiko Hasegawa as a lecturer.



Biotope class at Nagoya Open University of the Environment

#### Education on the environment and energy at the Gas Energy Exhibition Hall

At the Gas Energy Exhibition Hall operated by Toho Gas, we offer opportunities for elementary and middle school students to study the importance of the environment through fun participatory lessons and interactive exhibits on global warming and energy.

We also hold Eco Classes each month where people can observe living organisms in the biotope and build things using recycled materials, as well as events where families can have fun learning about SDGs.



Science experiment at the Gas Energy Exhibition Hall

### Contributing to the Community through Culture and Sports

#### Kokoro no Ki (“Tree of the Heart”) book reviews

To encourage elementary school students to read and explore a connection with nature, we have held the Kokoro no Ki (“Tree of the Heart”) book review contest since FY2001.

In FY2023, we received 4,139 entries and awarded a total of 97 awards, including the Moving Award and the Most Moving Award.



Kokoro no Ki (“Tree of the Heart”) book review award ceremony

#### Hosting soft tennis and baseball clinics

The Toho Gas soft tennis club holds tennis clinics for elementary, middle, and high school students at schools and other locations. In FY2023, we held a total of 15 clinics joined by some 800 students.

Our hardball baseball team hosts baseball clinics for local children. In FY2023, we held a baseball clinic for some 200 preschool children at preschools in Nagoya.

We will continue to actively contribute to the community through sports promotion activities.



Baseball clinic



Soft tennis clinic

#### Toho Gas Pennant Youth Baseball Tournament

To promote sports in the community and contribute to the healthy development of local middle school students, we have collaborated with the Japan Boys League in hosting a youth baseball tournament since FY1993. In FY2023, 31 teams participated, showcasing some fierce competition.



Youth baseball tournament award ceremony



## Promotion of Human Resource Policies – Strengthening Our Human Capital

### Basic Concept

Recognizing that people are the key to corporate growth, Toho Gas is making every effort to attract and develop a diverse range of human resources. Moving ever closer to the Toho Gas Group Vision of “what we aim to be in the mid-2030s,” we strive to enable our diverse workforce to achieve their full potential while maximizing their engagement through insightful human resource management that values diversity and inclusion in creating a safe, healthy, and comfortable workplace. Moreover, we are promoting personnel policies that emphasize respect for human rights and aim to eliminate discrimination based on race, gender, age, nationality, disability, or other attribute.

#### ● FY2023 result

#### Engagement rating **BB**

\* Results of engagement survey conducted by Link and Motivation Inc.

### Human Resource Management

By hiring, developing, and deploying talent and ensuring fair and appropriate evaluation and treatment, we are promoting the success of talent who support our core businesses as well as talent with management skills and expertise to drive the transformation of business operations.

#### ● Employment statistics<sup>\*1</sup>

		Men	Women
Number of employees <sup>*2</sup> (Persons)	Non-consolidated	945	194
	Consolidated	4,543	1,499
Average age (Age)		41.8	40.5
Average years of service (Years)		15.8	16.3
Number of new graduate hires <sup>*3</sup> (Persons)		63	31
Number of mid-career hires <sup>*4</sup> (Persons)		51	
Number of rehires <sup>*5</sup> (Persons)		84	
Voluntary turnover rate <sup>*6</sup>		1.72%	

<sup>\*1</sup> As of March 31, 2024. All figures except “Number of employees” are for non-consolidated employees.

<sup>\*2</sup> Full-time employees, not including seconded staff

<sup>\*3</sup> Those joining the Company in April 2024

<sup>\*4</sup> Actual figures for FY2023

<sup>\*5</sup> Includes part-time employees

<sup>\*6</sup> Actual figures for FY2023 (including seconded staff)

### Human resource management promotion system

Under the direction of the executive officer in charge of human resources, the Personnel Department takes the lead in formulating management policies in line with business strategies, and works with other departments and affiliates in implementing various measures. Key issues are deliberated by the Management Committee and reported to the Board of Directors.

### Hiring

Our aim is to hire people who can think and act for themselves and have qualities to shape the future. We make our hiring information public on our website and in hiring informational sessions, and all hiring is done with a fair and unbiased approach.

### Human resource development programs

To respond flexibly to environmental changes, such as carbon neutrality and digital transformation (DX), and to foster human resources who can promote transformation, we develop the capabilities of our employees based on on-the-job training while effectively combining group training and self-development. We also provide expanded opportunities for challenge and growth through exchanges with other industries, such as joint training with other industries and placement at outside companies.

		Younger employees	Mid-level employees	Management level
Group training	Rank- and role-specific training	Rank-specific training for promoted employees, mid-level leader training, etc.		Training for employees promoted to management level, management training, etc.
	Selective training	Problem-solving training Cross-industry training* <sup>1</sup> DX training, etc.		Strategy workshops <sup>2</sup>
	Career development and diversity	Career training for women, seminars prior to maternity and childcare leave		Diversity training
		Career training (for employees aged 50 or 55)		
Self-development	Obtaining official certification			
	Online training, outside training			
	Study abroad, internal certification testing, etc.		—	
On-the-job training		Development while on the job		

<sup>\*1</sup> Training to develop leadership and innovation abilities by interacting with people outside the Company from different industries

<sup>\*2</sup> Training to enhance management abilities by developing company growth strategies and preparing employees for future managerial positions



Cross-industry training

## Promotion of Human Resource Policies – Strengthening Our Human Capital

### Opportunities for transfers and career development

Employees are provided opportunities each year to discuss their career plan with their supervisor, and this is used to confirm transfers and for career development. Our aim is to place the right person in the right place so that employees can feel motivated and satisfied with their work.

We also support voluntary career development of employees such as through an internal recruitment program and study abroad program.

System	Overview
Internal recruitment	We recruit transfer employees mainly in strategic business fields such as new business and electric business. Transfer employees are determined through a selection process that includes interviews.
Studies at graduate schools in Japan and abroad	We offer outside positions so employees can gain advanced, specialized expertise, such as an MBA or business planning.
Language training	We provide online English language training and supplementary learning to develop future international employees.
Field work at overseas locations	To develop employees for international positions, we dispatch them to overseas offices and train them in business English as well as knowledge and skills required to live and work overseas.



### Personnel treatment system

We have adopted a multi-track role grading system and performance management system to help foster diverse talent, nurture self-driven individuals, and reflect performance and results. By promoting personal growth through work and providing appropriate evaluation and feedback on performance, results, and the process involved, we are aiming to create a rewarding system that ensures satisfaction and accountability.

### Diversity and Inclusion

We create an organizational culture to secure and foster diverse talent and deepen mutual understanding with the aim of revitalizing the organization, strengthening our competitiveness, and fostering innovation. In addition, we actively appoint women and career hires to managerial positions based on their aptitude and abilities.

### Strengthening internal systems

To further enhance initiatives to promote 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.

### Creating an organizational culture to deepen mutual understanding

For diverse talent to fully demonstrate their individuality and abilities, it is essential to build an organization that fosters a high level of psychological safety as the foundation. We are implementing new initiatives such as hosting workshop-type training for management level based on psychological safety.

### Advancement of women

To promote the advancement of women in the workplace, we are improving systems to strengthen hiring and work styles, and we are working to increase awareness of appointing women to managerial positions.

In terms of hiring, we are actively promoting the Company as a place where women can work comfortably and play an active role, such as by holding events for female students that are attended by female managerial staff. In FY2023, women made up 33.3% of hired general-career employees. In addition to creating systems for childcare leave and reduced working hours that go beyond legal requirements, we permit the use of accrued leave of absence (accumulated expired paid leave) for fertility treatment visits and gynecological checkups.

We also support career development for female employees through training for specific age groups preparing for life events and interactions with role models both inside and outside the Company.



Online seminar on maternity and childcare leave

#### ● FY2025 target

Number of female managers **30** or more

#### ● FY2023 result

Number of female managers **26**

(Percentage of female managers: 3.4%)  
\* As of March 31, 2023. Includes seconded staff.

## Promotion of Human Resource Policies – Strengthening Our Human Capital

### Obtained “Eruboshi” certification

In July 2021, Toho Gas was recognized by the Japanese government with Eruboshi certification for promoting efforts for female employees in accordance with the Act on Promotion of Women’s Participation and Advancement in the Workplace. The Company also received certification as an “Aichi Josei Kagayaki Company” in May 2023 for creating a workplace where women can shine.



Recognized by the Ministry of Health, Labour and Welfare with Eruboshi certification for excellence in promoting women’s participation and advancement in the workplace.



Certified by Aichi Prefecture as an “Aichi Josei Kagayaki Company” for creating a workplace where women can shine.

### Advancement of mid-career hires

To secure diverse personnel, we offer mid-career employment from various industries. We create synergy with existing employees to ensure placement and training that makes the most of their experience and expertise. In FY2023, we hired 51 mid-career hires, for a mid-career employment rate of 36.4%.

### Opportunities for senior employees

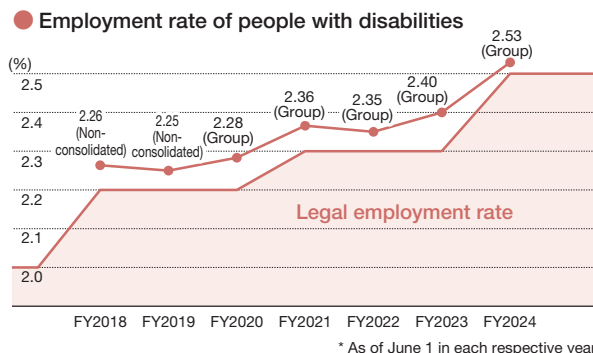
We rehired employees who have reached retirement age but still want to work. In FY2023, more than 70% of employees who have reached retirement age continued to work, demonstrating their technical capabilities, skills, expertise, and experience accumulated during their careers.

To enhance work motivation and performance for employees over 50, and to foster a gradual development of career awareness, we offer career development training for employees at age 50 as well as career seminars and one-on-one consultations for employees at age 55.

### Opportunities for people with disabilities

We actively hire people with disabilities to support their independence and social participation. In 2019, we established Toho Flower Co., Ltd. as a special subsidiary with the aim of achieving the legally mandated employment rate for the entire Group and contributing to the local community.

As of June 2024, the Group’s employment rate of people with disabilities is 2.53%, which meets the legally mandated rate of 2.5%. These employees are active in a variety of work at numerous workplaces, and we will continue to expand workplace and occupational opportunities.



Toho Flower workplace

## TOPICS

### Winner at National Abilympics

A Toho Flower employee represented Aichi Prefecture at the 43rd National Abilympics held in fall 2023. The employee was awarded a silver medal in the Desktop Publishing Event for editing and assigning printed materials. The Abilympics are an annual competition in which people with disabilities compete using their skills developed in their daily work, and an international competition is scheduled for 2027.



Competing at the National Abilympics

### Participating in daycare support services for children with disabilities

Daycare support services for children with disabilities provides rehabilitation (assistance in providing individualized programs and support to promote healthy growth and social participation) for children with developmental challenges before entering elementary school. Through this project, the Toho Gas Group will contribute to realizing a sustainable society by supporting rehabilitation centers in local communities as a life and business partner and by helping these children become independent.



Scheduled to open in Howa Seminar Plaza in Minato Ward, Nagoya



## Promotion of Human Resource Policies – Strengthening Our Human Capital

### Improving Ease of Work

We are working to create a comfortable workplace to ensure a balance and enrichment of work and life.

#### Promoting flexible work styles

To promote autonomous and efficient work, we introduced work time systems including flextime, a discretionary work system, and reduced working hours. In addition, to further enhance the flexibility of work styles, we are expanding telecommuting, such as working at home and satellite offices, as well as working online using web conferencing, internal business chats, and electronic approval to ensure smooth operations even when working remotely. Furthermore, starting in April 2023, we introduced a relaxed dress code with the aim of revitalizing communication within the Company and improving autonomy and initiative.

#### Support for balancing work with childcare, caregiving, and medical care

To support balancing work with childcare, caregiving, and medical care, we have established systems to offer leave, reduced working hours, and rehabilitation time-off as well as a service for consulting a specialist. We are also supporting a work-life balance for employees by introducing special paid leave for volunteer activities as well as a system to award employees for their social contributions to the local community.

#### ● Number of employees newly receiving childcare and caregiving leave

	FY2019	FY2020	FY2021	FY2022	FY2023
Childcare leave	23 (2)	21 (5)	33 (15)	39 (25)	65 (51)
Reduced working hours for childcare	15 (2)	19 (1)	7	20 (2)	19 (1)
Caregiving leave	2	1	1	0	1 (1)
Reduced working hours for caregiving	0	2	1	1	0

\* Totals for Toho Gas and Toho Gas Network. Figures in parentheses indicate the number of male employees.

#### ● Percentage of male employees taking childcare leave

	FY2023 result	FY2024 target
Percentage of male employees who took childcare leave or leave for child care purposes	94.9%	100%

\* Percentage of male employees with a newborn child who took childcare leave or leave for child care purposes. The percentage of employees who took childcare leave was 51.5%.

\* Totals for Toho Gas and Toho Gas Network



#### Obtained the Platinum Kurumin certification

Toho Gas received Kurumin Mark certification from the Ministry of Health, Labour and Welfare in 2018 for its efforts to support childcare. In 2023, we received Platinum Kurumin certification as a company that supports childcare at a high standard.

#### Improved productivity

We are promoting the creation of a comfortable working environment and improving work efficiency by incorporating digital tools such as robotic process automation (RPA) and chatbots for internal inquiries, as well as reviewing business processes.

To help prevent long working hours, we comply with the Agreement on Off-hours Work and Work on Days Off (Saburoku Kyotei - “36 Agreement”) and regularly hold labor-management committee meetings on working hours and work styles to ensure proper management of working hours while reviewing work practices. We have also established a consultation service on working hours for both labor and management to handle individual consultations and inquiries.

#### ● Main work-life balancing support systems (As of July 2024)

Area	System	Description
Childcare	Childcare Leave	Available up to two years in total and up to three separate times, from pregnancy until the child reaches three years old
	Postnatal Paternity Leave	Available up to four weeks and up to two separate times until the infant is eight weeks old
	Reduced Working Hours for Childcare	Reduced work hours from pregnancy until the child enters fourth grade (April 30), or until the child finishes sixth grade if the child has a developmental or physical disability. Reduced work hours up to two hours per day until the child finishes first grade, and up to one hour per day thereafter, in 30-minute increments.
	Prenatal and Postnatal Leave	As a general rule, six weeks before birth and eight weeks after birth
	Spouse Maternity Leave	Available up to two days within two months after spouse gives birth
	Child Nursing Care Leave	Available until the child enters fourth grade (April 30), or until the child finishes sixth grade if the child has a developmental or physical disability
Caregiving	Caregiving Leave	Available up to one year and up to three separate times per person requiring caregiving
	Reduced Working Hours for Caregiving	Available up to five years and up to three separate times per person requiring caregiving Reduced work hours up to two hours per day in 30-minute increments
	Caregiving Consultation Service	External caregiving consultation service by telephone or email
Other	Flextime	Available without a fixed period (except in certain workplaces)
	Wellness Leave	Available for up to three consecutive paid leave days
	Volunteer Leave	Available as special paid leave for up to five days a year
	Local Community Contribution Award System	Promotes participation in community activities by awarding employees for their long-term contributions.

## Promotion of Human Resource Policies

### Preventing harassment

To prevent harassment, including power harassment and sexual harassment, we educate managers, distribute guidelines, and hold workplace discussions. We have also established a dedicated consultation service for employees dealing with harassment concerns.

Company employment regulations prohibit harassment and specify that disciplinary action be taken for violators.

### Labor-management relations focusing on communication

We have adopted a union shop system in which all employees except for managers belong to the Toho Gas Labor Union. We emphasize communication with the labor union and hold regular labor-management council meetings and management meetings to maintain a healthy and favorable labor-management relation and working environment as well as to facilitate mutual understanding.

### Compliance with labor-related laws and regulations

The Toho Gas Group strives to comply with labor-related laws and regulations including the Labor Standards Act.

No major violations to the labor-related laws and regulations occurred in FY2023. We will continue to monitor legal revisions and other trends and respond appropriately.

## Occupational Health and Safety Initiatives

### 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.

### 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.

### Promoting occupational health and safety

The Central Safety and Health Board chaired by the President meets twice a year to ensure thorough management of company-wide health and safety efforts and encourage a healthy lifestyle. Meetings include deliberation of three-year and annual action plans, including analysis of previous results, and the results are reported to the Board of Directors and the Management Committee.

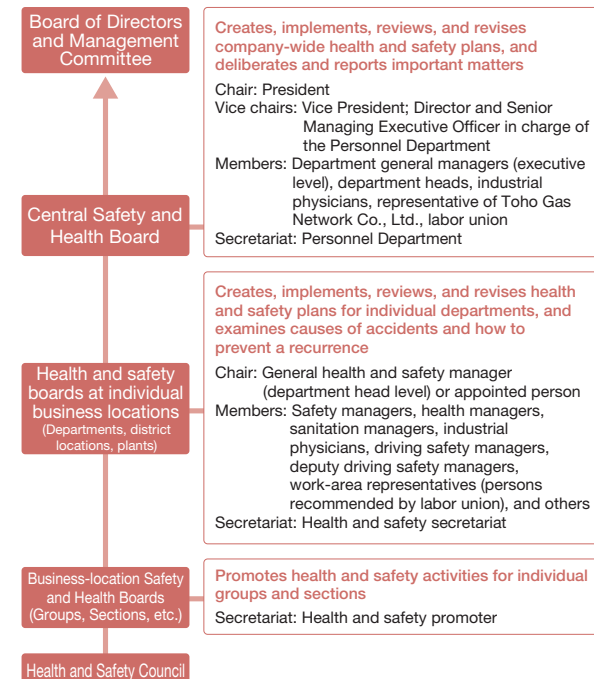
We have established Safety and Health Boards at individual business locations, as well as Business-location Safety and Health Boards—all under the Central Safety and Health Board—and we are working together to develop safety and health activities as a company. At least half of the members of the Safety and Health Boards are recommended by the labor union, and activities are based on the participation of employees.

In addition, we are working to prevent work accidents throughout the Group such as by organizing the

Health and Safety Council that includes partner companies, providing education and awareness of safety and quality, and conducting on-site patrols.

We are also working on activities headed by the health and safety promoters at each workplace to encourage healthy lifestyles, promote the health of employees through walking events and other activities, and stimulate communication in the workplace.

### ● System for promoting occupational health and safety activities



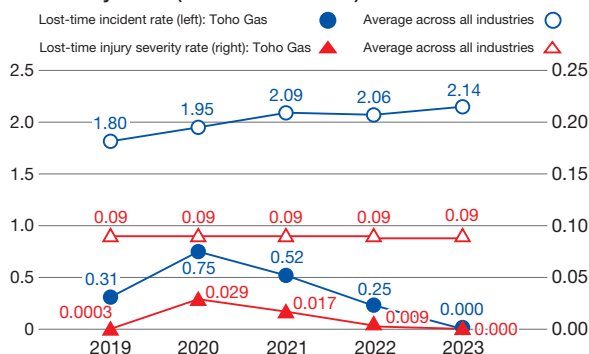
## Occupational Health and Safety Initiatives

### Status of work-related injuries

The lost-time injury frequency rate for 2023 was below the average for companies with 100 or more workers across all industries. We had two incidents that resulted in lost-time injuries, including one that resulted in time off and one without time off, the same number compared to the previous year. The accident resulting in time off was a fall while descending stairs (broken toe). The accident that did not result in time off was an injury that occurred when a heavy object fell over while the person was trying to move it themselves (ankle laceration). In a typical year, fractures due to falls account for 50% of lost-time injuries.

We strive to prevent similar workplace injuries by reporting the injury when it occurs, sharing information with all employees, and publishing an ad hoc newsletter via email.

#### ● Employee lost-time incident rate<sup>\*1</sup> and lost-time injury severity rate<sup>\*2</sup> (non-consolidated)



<sup>\*1</sup> 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

<sup>\*2</sup> 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

### Group-wide Health and Safety Activities

The Toho Gas Group holds activities to share the health and safety policies and results of each company for the year to encourage mutual improvement.

In addition, we are working to prevent work accidents throughout the Group such as by organizing the Health and Safety Council that includes partner companies, providing education and awareness of safety and quality, and conducting on-site patrols.

#### Hazard identification and risk assessment

In 2022, the Cabinet Order and Ministerial Ordinance on chemical substance regulations under the Industrial Safety and Health Act was revised, requiring companies to manage chemical substances autonomously more than ever. At Toho Gas, we appoint a chemical substance manager at all work locations where chemical substances are handled, and we perform risk assessment of target substances and implement exposure reduction measures.

#### Hands-on safety training

To facilitate safety training, we established a training facility at the head office to demonstrate past cases of gas work-related injuries and use dummies and virtual reality for a more immersive experience.

Trainees can see first hand hazardous conditions that can result in falling accidents, fire, electrostatic discharge, and landslides from a safe distance, which heighten their



Training facility

awareness of dangers and contribute to the prevention of workplace accidents.

#### Driver certification program

We have an in-house driver's license certification course for employees who drive company vehicles. To obtain a license, employees have to take a beginner course, and to renew the license every five years, they must pass a ride-along driving test and aptitude test to help prevent traffic accidents. In addition, all vehicles are equipped with a drive recorder so that supervisors can review recorded video and provide guidance.



Driver safety instruction

### Health Management of Employees

#### Comprehensive health exams

In cooperation with the health insurance association, we provide comprehensive health exams that include a regular health checkup as required by the Industrial Safety and Health Act as well as gastrointestinal and dental examinations and a one-on-one visit to encourage a healthy lifestyle and prevent lifestyle-related illness from a young age. Our aim is to have all employees receive a regular health checkup, and each year we meet that goal.

#### Health checkup aftercare

After health checkups are performed, employees who meet the Company criteria are interviewed by an industrial physician and measures such as work restrictions are implemented as needed.



## Occupational Health and Safety Initiatives Initiatives in Health Management

### Preventing health hazards due to long working hours

To prevent health problems due to long working hours, employees may be interviewed by an industrial physician as needed if they work more than 45 hours\* of overtime a month. In addition, assuming the recovery work in the event of disasters, we place limits on the number of consecutive work days and hours for employees who meet the Company's criteria.

\* Separate rules apply when there are work restrictions.

### Implementing stress checks

The Personnel Department oversees stress checks on its employees for the entire Toho Gas Group, consistently maintaining a high implementation rate that includes affiliates. After implementing stress checks, we conduct workshop training sessions based on the results of group analysis as part of our activities to improve the workplace.

### Health consultations

We provide a physical and mental health consultation service for employees and their supervisors through telephone and email contact points with industrial physicians and public health nurses to handle a wide range of inquiries and help improve health through early intervention.

### Return-to-work program

We also have a return-to-work program for employees on leave to support their return to work with the cooperation of industrial physicians, public health nurses, workplace supervisors, and the Personnel Department.

#### 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 is committed to supporting employee health and creating a safe and comfortable workplace.

#### Toho Gas Group Health and Safety Declaration

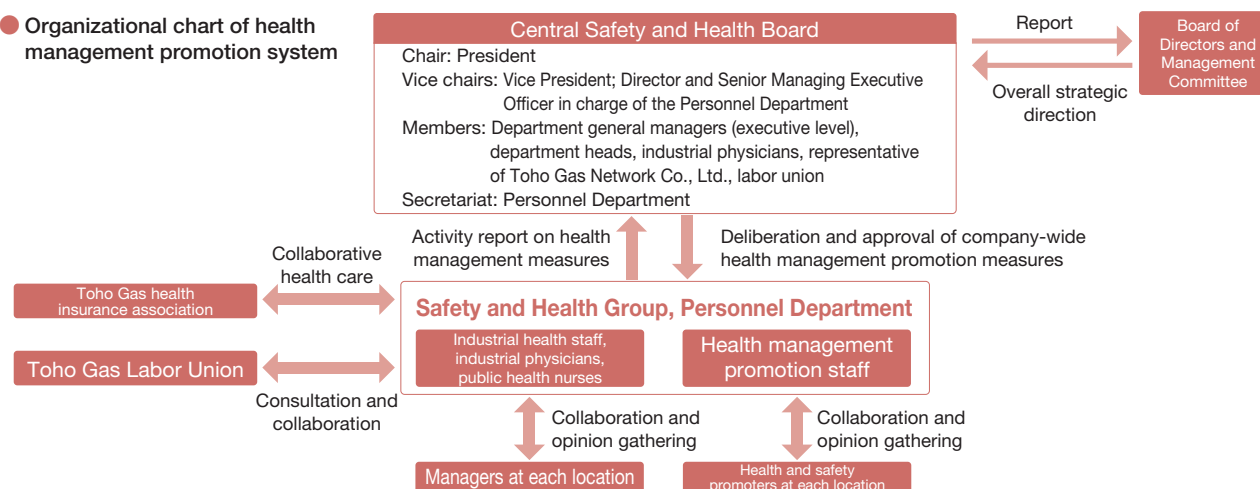
To contribute to a sustainable society, Toho Gas Group is working to evolve as an energy provider, creating diverse value in the life and business sector while promoting solutions to social issues.

Our employees are at the heart of these efforts, and therefore, ensuring their health and safety is the foundation of the Company. We work to prevent occupational accidents, traffic accidents, and diseases to ensure the health and safety of our employees and create a comfortable working environment.

#### Health management promotion system

The Central Safety and Health Board chaired by the President meets twice a year to promote company-wide health management efforts. The board deliberates on health management promotion plans and measures and reports the results of metric analysis and implementation of measures, and the details are then reported to the Board of Directors and Management Committee. The board actively manages the health of the employees by soliciting their feedback through health and safety promoters assigned to each workplace and reflecting this in health measures, as well as by collaborating with the health insurance association and labor union in jointly implementing measures.

#### Organizational chart of health management promotion system



## Initiatives in Health Management

### Initiative details

The goal of providing health management is to create a company where employees can be healthy and active over the long term and to enhance corporate value through improving employee performance and productivity.

Using absenteeism, presenteeism, and work engagement\* as indicators, we will work on the measures outlined below.

\* Engagement rating of BB (survey conducted by Link and Motivation Inc., FY2023)



#### Health Management Strategy Map

[https://www.tohogas.co.jp/corporate/eco/social/pdf/2023social\\_health\\_map.pdf](https://www.tohogas.co.jp/corporate/eco/social/pdf/2023social_health_map.pdf)



#### Sustainability Factbook 2024

<https://www.tohogas.co.jp/lang/en/approach/eco/eco-10/>

### Mental health measures

As part of primary prevention, we offer rank-specific mental health education to new employees, mid-level staff, and managers, and conduct annual support activities to improve the workplace environment based on group analysis results from stress checks. Mental health consultations are also performed by public health nurses as needed during health checkups. In FY2023, we held a seminar on good sleep habits in cooperation with the labor union and offered foot massages among other measures.

### Preventing lifestyle-related illnesses

Together with the health insurance association, we encourage exercise, such as through walking programs, and provide consultations with public health nurses and recommendations for medical exams to prevent escalation of high blood pressure and diabetes. In addition, to help prevent the onset of lifestyle-related illness from a young age, we educate younger employees on the dangers of drinking, smoking, and obesity.

### Measures to prevent second-hand smoke

In 2012, we created an indoor smoking space and consolidated and eliminated other spaces, completing our efforts to separate smoking and non-smoking areas. In April 2024, we began enforcing a new rule to prohibit smoking during working hours. We also support employees who want to stop smoking by offering in-house and online smoking cessation clinics.

### Recognized as a Certified Health & Productivity Management Outstanding Organization 2024

Toho Gas has been recognized as a Certified Health & Productivity Management Outstanding Organization (Large Enterprise Category) for five consecutive years by the certification system of the Certified Health & Productivity Management Outstanding Organization, which is operated by the Ministry of Economy, Trade and Industry and Japan Health Council. (Also recognized as a White 500 enterprise for four consecutive years from 2020 to 2023.)



## Initiatives in Respect for Human Rights

### Basic Concept

We believe that protecting the dignity and respecting the rights of all stakeholders in our business activities is essential both to the development of a sustainable society and to our own parallel development as a sustainable business. Acting on this belief, we have established a Toho Gas Group Human Rights Policy in accordance with internationally accepted criteria, such as the United Nations Guiding Principles on Business and Human Rights. In this way, we show our commitment to contributing to the development of a sustainable society by conducting our business activities with respect for the human rights of our employees, customers, business partners, local communities, and all other stakeholders.

### Respect for Human Rights

#### Human rights policy

The Toho Gas Group is committed to preventing and mitigating adverse impacts on human rights by enhancing employee awareness of human rights while promoting efforts to prevent discrimination and harassment.

#### Toho Gas Group Human Rights Policy (Excerpt)

##### Introduction

##### 1. Our View on Respecting Human Rights

We support and respect international norms on human rights, including the United Nations "International Bill of Human Rights" and the International Labor Organization (ILO) "Declaration on Fundamental Principles and Rights at Work". We also strive to practice the United Nations "Guiding Principles on Business and Human Rights".

The officers and employees of the Toho Gas Group will promote initiatives for the respect for human rights based on this policy. We also expect our business partners to support this policy.

##### 2. Applicable Laws

##### 3. Respecting Human Rights in Business Activities

##### 4. Human Rights Due Diligence 5. Remediation

##### 6. Dialogue and Consultation 7. Education and Awareness

##### 8. Information Disclosure



Toho Gas Group Human Rights Policy

<https://www.tohogas.co.jp/lang/en/approach/eco/social/hrp/>

#### Promotion Framework

To ensure human rights due diligence, including initiatives to identify, prevent, and mitigate adverse human rights impacts of our business activities, the Sustainability Committee, comprising Toho Gas and its major affiliates, discusses, reviews, and monitors the progress of policy formulation and revision, action plans, and their implementation. This status is then reported to the Management Committee, and important matters are brought to the Board of Directors.

#### Implementation Structure Chart



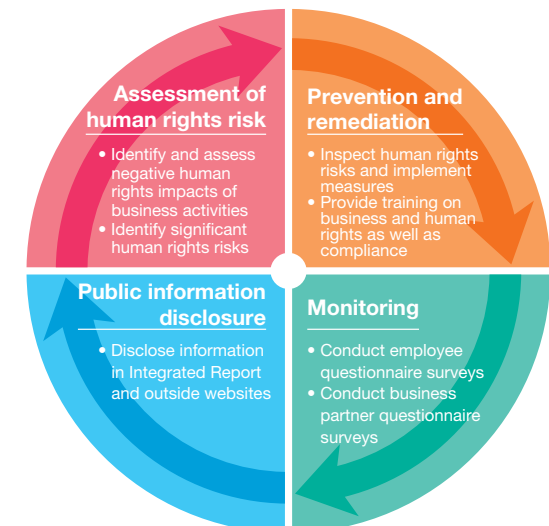
Toho Gas has signed and endorsed the Ten Principles of the United Nations Global Compact in the four areas of human rights, labor, environment, and anti-corruption, and is a member of the UN Global Compact.



#### Human rights due diligence

We established a human rights due diligence system, promoting efforts to prevent the adverse impact of our business activities and respect human rights through a continuous improvement cycle.

#### Details of human rights due diligence

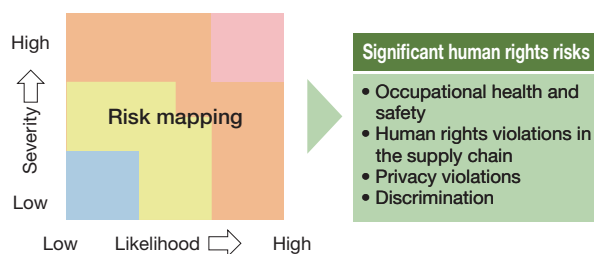




## Initiatives in Respect for Human Rights

### Assessment of human rights risk and identification of significant human rights risks

Through discussions with internal stakeholders, we identified adverse human rights impacts (human rights risks) that should be considered during business activities and evaluated their importance in terms of severity and likelihood. Based on advice from experts, we prioritized these risks and identified the following significant human rights risks: occupational health and safety, human rights violations in the supply chain, privacy violations, and discrimination.



Identification of significant human rights risks using risk mapping

### Prevention and remediation, awareness and education

The Toho Gas Group established a human rights due diligence system to comprehensively assess overall risks, including human rights risks, in the course of business activities and to implement appropriate measures.

From among the identified significant human rights risks, we selected occupational health and safety and human rights violations in the supply chain as priority inspection items for FY2023, and we

worked to prevent and mitigate these risks by conducting internal environment inspections and various training, such as human rights awareness through e-learning and compliance, as well as making efforts in the supply chain.

### Consultation service

We established the Compliance Consultation Service both internally and outside the Company at a lawyer's office to allow direct consultation of issues including human rights in person, by email, or by phone. This service is available not only to Group employees, including dispatched staff, but also to retired employees and business partners as well.

### Human Rights Initiatives in the Supply Chain

#### Efforts in the supply chain to respect human rights

We established the Toho Gas Group CSR Procurement Guidelines based on the Toho Gas Group CSR Procurement Policy to promote efforts to respect human rights together with our business partners. In FY2023, we conducted questionnaire surveys of our major business partners to check the status of their sustainability initiatives including respect for human rights, such as prohibition of forced labor, child labor, and discrimination.

### Toho Gas Group CSR Procurement Guidelines (Excerpt)

#### 1. Quality, Price, Delivery, and Maintenance Management, etc.

##### (1) Quality and Safety

We request that our business partners provide products and services that meet the quality and performance standards required by our group, which are maintained for a reasonable period of time, and that ensure safety in use and operation. We also request our business partners to strive to maintain and improve their technical level.

##### (2) Price

Considering specifications, quality, delivery, purchase quantity, and market price trends, we request our business partners to provide products and services at fair and reasonable prices.

##### (3) Delivery

In delivering products and services, we request our business partners to adhere to the delivery deadline and strive to maintain a stable supply.

##### (4) Maintenance Management & After-sales Service

We request our business partners to maintain a system that can promptly and accurately conduct inspections, maintenance, repairs, and responses to accidents and malfunctions, and that can quickly provide necessary parts and technical assistance.

#### 2. Compliance

We request that our business partners comply with all relevant laws and regulations applicable in the countries and regions where business activities are conducted, and respect societal norms and ethics.

(Omitted)

#### 5. Human Rights & Occupational Safety and Health

We request our business partners to deepen their understanding of the importance of respecting the human rights and occupational safety and health of people affected by business activities, including the prohibition of discrimination, forced labor, and child labor. We request our business partners to respect human rights and strive for proper labor management and the maintenance of a safe and healthy work environment.

(Omitted)

#### 7. Approach to Business Partners (Supply Chain Management)

We request that our business partners not only engage in CSR procurement but also encourage their own business partners to do the same.