

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.

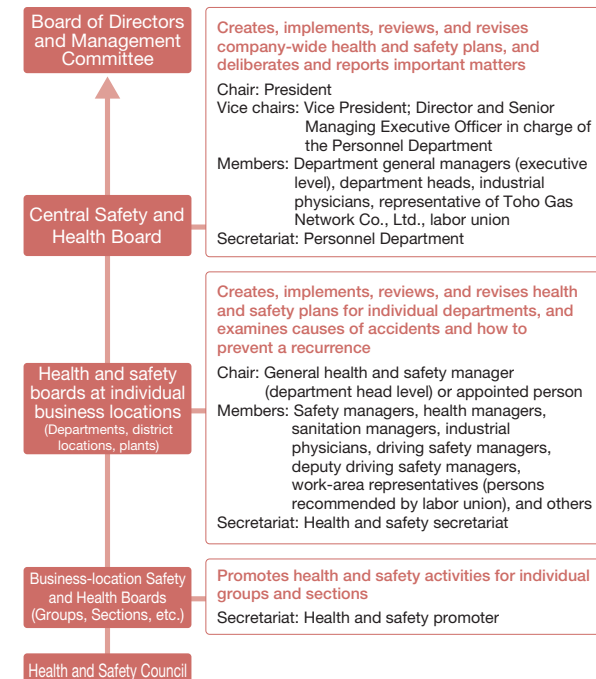
We have established Safety and Health Boards at individual business locations, as well as Business-location Safety and Health Boards—all under the Central Safety and Health Board—and we are working together to develop safety and health activities as a company. At least half of the members of the Safety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



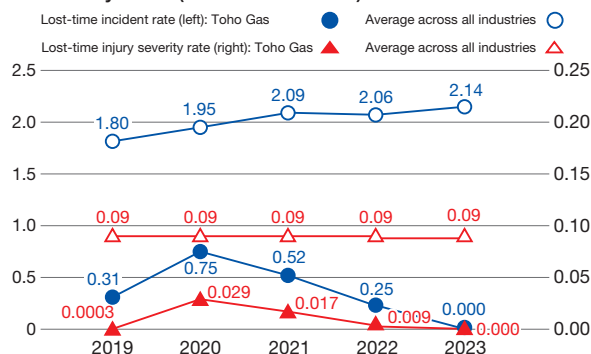
Occupational Health and Safety Initiatives

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^{*1} and lost-time injury severity rate^{*2} (non-consolidated)



^{*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

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

