

Human Resource Strategy: Safety and Health Management

Health and Safety Initiatives

Basic Concept

Toho Gas believes that “ensuring the health and safety of employees 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. Specifically, each Group company shares its annual health and safety activity policies and results, and implements activities aimed at mutual improvements. We also strive to prevent work accidents throughout the Group, including organizing the Health and Safety Council that includes partner companies, providing education and awareness of safety and quality, and conducting on-site patrols.

Promoting Occupational Health and Safety

Under the Toho Gas Group Safety and Health Board, we have established safety and health boards at individual business locations and workplace health and safety meetings that promote health and safety activities. Additionally, we have established a Health and Safety Council that includes partner companies in an effort to prevent work accidents. We also engage in health promotion activities in the workplace to support employee health and enhance communication.



System for promoting health and safety activities
For details, please visit our website.

https://www.tohogas.co.jp/lang/en/corporate/eco/pdf/2025toho_web_en_health-safety.pdf

Status of Work-Related Injuries

The lost-time injury frequency rate for FY2024 was below the average for companies with 100 or more workers across all industries. One accident occurred (no lost time) due to a fall while descending stairs that resulted in contusions to the chest.

When a workplace accident occurs, we strive to prevent similar workplace injuries by issuing accident reports to share information with all employees and distributing special email newsletters.

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 firsthand hazardous conditions that can result in falling accidents, fire, electrostatic discharge, and landslides from a safe distance, which heighten their awareness of dangers and contribute to the prevention of workplace accidents.



Training facility

Driver Certification Program

We have an in-house driver's license certification course for employees who drive company vehicles. To obtain a license, employees are required to take a beginner course; and to renew the license every five years, they must pass a ride-along driving test and aptitude test in order 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 gastrointestinal and dental examinations and one-on-one visits in addition to the legally required items in regular health checkups, with the aim of encouraging a healthy lifestyle and preventing lifestyle-related illnesses from a young age. Furthermore, we are preparing to introduce gastroscopy, breast cancer, and cervical cancer screenings during health checkups starting in FY2026.

Implementing Stress Checks

The Toho Gas 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 have established phone and email contact points with industrial physicians and public health nurses that facilitate rapid responses to employee physical and mental health-related consultations. Employees on leave who are returning to work are supported by industrial health staff, workplace supervisors, and the Personnel Department, establishing a return-to-work system that also incorporates cooperation with external support organizations.

Human Resource Strategy: Safety and Health Management

Health Management

Basic Concept

Toho Gas believes that “ensuring the health and safety of employees 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. Specifically, through the practice of health management, we aim to create a company where employees are healthy and active over the long term while enhancing corporate value through heightened employee performance and productivity. We will implement various measures using absenteeism, presenteeism, and work engagement* as indicators.

* Engagement rating (results of survey conducted by Link and Motivation Inc.)

KPI Health & Productivity
Management Certification

Continue obtaining **White 500** certification (annually)

Toho Gas Group Health and Safety Declaration

To contribute to a sustainable society, the 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 Strategy Map (Japanese only)
For details, please visit our website.

<https://www.tohogas.co.jp/corporate/eco/social/pdf/health-map.pdf>



Sustainability Factbook 2025

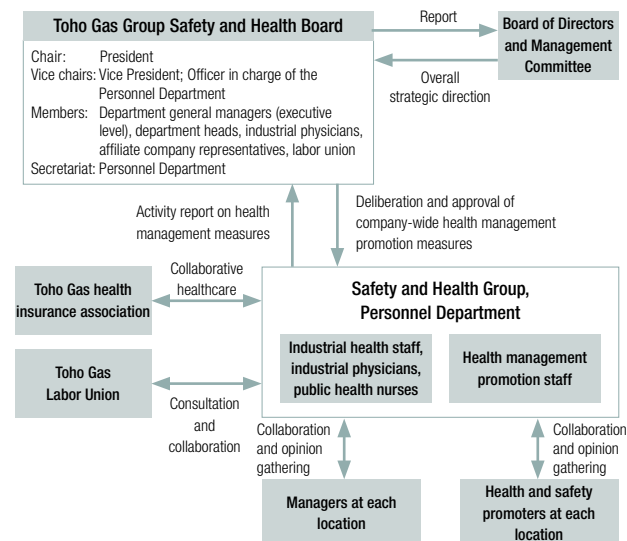
For details, please visit our website.

https://www.tohogas.co.jp/lang/en/approach/eco/eco-10/pdf/2025_en_social_data.pdf

Health Management Promotion System

The Toho Gas Group 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 also reports the details to the Board of Directors and Management Committee. The board actively manages the health of 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



Mental Health Measures

As part of primary prevention, we offer rank-specific mental health education to new employees, mid-level staff, and managers. In March 2025, we held a sleep event at our head office, which included sleep consultations with industrial physicians, sleep-related product displays, and the introduction of special cafeteria menu items designed to promote proper sleep. We also take measures to improve sleep that include the trial distribution of wearable devices to monitor sleep patterns.

Preventing Lifestyle-Related Illnesses

Together with the health insurance association, we encourage exercise through walking programs and other activities, provide consultations with public health nurses, and recommend medical exams to prevent the escalation of high blood pressure and diabetes. In June 2025, we conducted physical fitness tests to prevent falls for the departments that requested them, measuring walking fitness, agility, balance, and other abilities. Going forward, we aim to establish a system that can be implemented independently at each workplace.

Recognized as a Certified Health & Productivity Management Outstanding Organization 2025 (White 500)

Toho Gas has been recognized as a Certified Health & Productivity Management Outstanding Organization 2025, White 500 (Large Enterprise Category), for the fifth consecutive year under the Certified Health & Productivity Management Outstanding Organization certification system operated by the Ministry of Economy, Trade and Industry and the Japan Health Council.

