

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

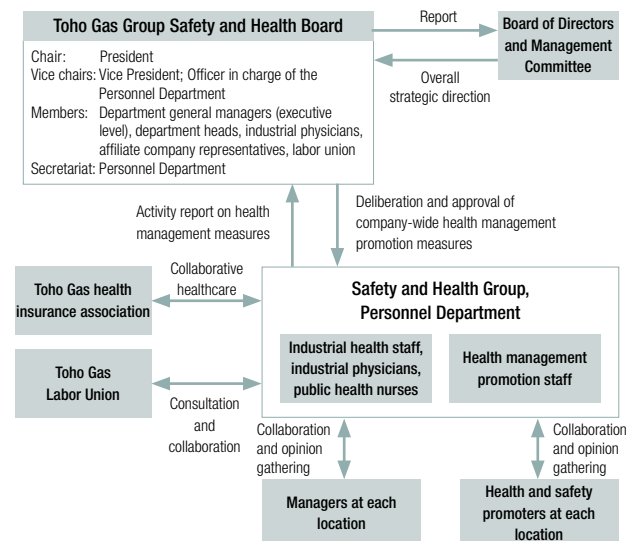
For details, please visit our website.

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.

