

ESG Data

Environmental Data

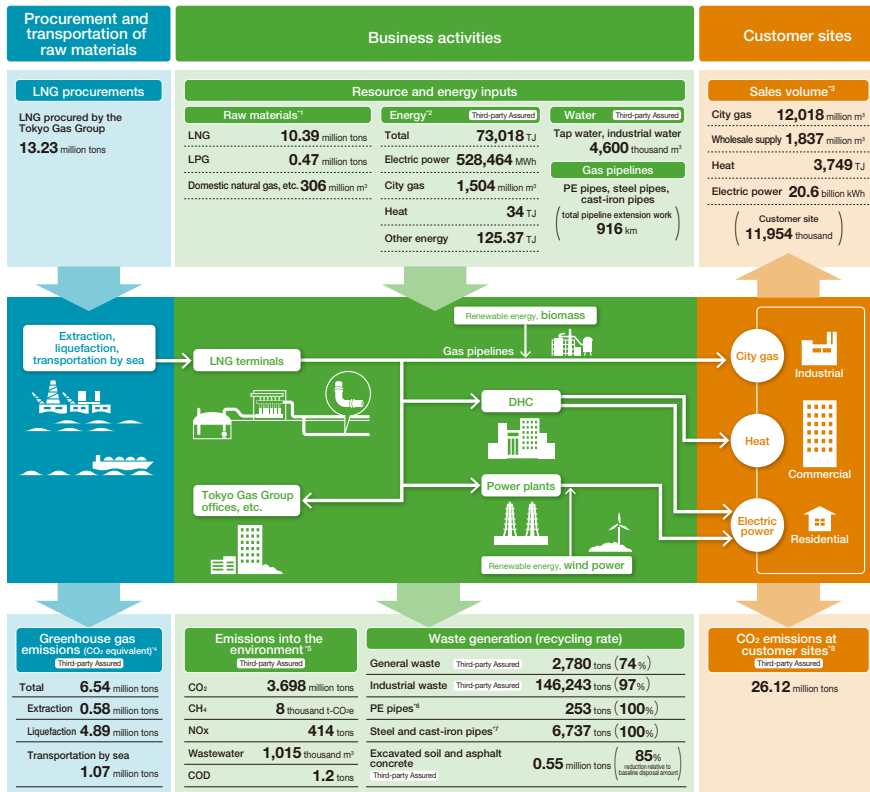
\* The sum of individual environmental data may not be equal to the total due to the way figures are rounded.

The Tokyo Gas Group Business Activities and Material Balance

We monitor and manage impacts on the environment at every stage of our LNG value chain to reduce the impact on the environment.

■ Tokyo Gas Group Business Activities and Material Balance (FY2019)

Boundary: Tokyo Gas Co., Ltd. and 41 consolidated subsidiaries in Japan



<sup>1)</sup> For city gas production by the Tokyo Gas Group.  
<sup>2)</sup> Energy consumption by the Tokyo Gas Group excluding double-counting due to intra-group supply of heat and electricity.  
<sup>3)</sup> City gas: Volume of gas sales excluding supply to other gas utilities and sales for internal Group use.  
 Wholesale supply: Volume of gas supplied to other gas utilities.  
 Heat: Includes sales from LNG terminals as well as district heating and cooling centers and spot heat supply. Includes intra-group supply.  
 Electric power: Volume of sales of all electric power, including power purchased for business use from other companies and the market as well as Group power stations.  
<sup>4)</sup> "City Gas Life Cycle Assessment (issued July 2020)," Japan Gas Association website.  
 Production: 0.80; Liquefaction: 6.77; Transportation by sea: 1.48 g-CO<sub>2</sub>/MJ, based on gross calorific value  
<sup>5)</sup> CO<sub>2</sub>, CH<sub>4</sub>, NO<sub>x</sub>: Excludes double-counting due to intra-group supply.  
 Volume of wastewater: Specified wastewater and domestic sewage.  
<sup>6,7)</sup> PE pipes, Steel and cast-iron pipes: Tokyo Gas Co., Ltd.  
<sup>8)</sup> Gas sales volume multiplied by emission intensity.

Use of Energy and Water/Emissions into the Atmosphere and Water System

Use of Energy and Water/Emissions into the Atmosphere and Water Systems

■ Feedstock and Sales Volume

Category		Unit	FY2015	FY2016	FY2017	FY2018	FY2019
City gas feedstock (Note 1)	Feedstock LNG	Thousand tons	11,411	11,583	11,407	11,083	10,388
	Feedstock LPG	Thousand tons	438	434	491	491	474
Production	City gas sales (Note 2)	Million m <sup>3</sup>	15,263	15,571	15,380	15,022	13,855
	Heat sales (Note 3)	TJ	3,251	3,451	3,496	3,583	3,749
	Power Sales (Note 4)	Billion kWh	11.0	12.7	14.7	15.5	20.6

Note 1: For city gas production by the Tokyo Gas Group.  
 Note 2: Volume of gas sales including supply to other gas utilities and excluding sales for internal Group use.  
 Note 3: Includes sales volume from LNG terminals, in addition to district heating and cooling centers and spot heat supply. Also includes intra-group supply.  
 Note 4: Volume of sales of all electric power, including power purchased for business use from other companies and the market as well as Group power stations.



## ESG Data

■ Energy consumption\*1,2 Third-party Assured

Category	Unit	FY2015	FY2016	FY2017	FY2018	FY2019
Energy consumption <sup>(Note 1)</sup>	TJ	68,561	79,230	82,651	76,784	73,018
LNG terminals	TJ	3,998	4,169	4,291	4,106	3,815
District heating and cooling centers	TJ	4,167	4,316	4,037	4,173	5,916
Power plants	TJ	57,871	68,250	71,967	66,322	61,321
Tokyo Gas business offices, etc.	TJ	1,387	1,483	1,444	1,419	1,389
Other Group companies	TJ	1,460	1,362	1,368	1,279	1,193
Vehicles <sup>(Note 2)</sup>	TJ	—	—	—	—	117
(Tokyo Gas Co., Ltd.)	TJ	5,678	5,954	6,043	5,877	5,629
Electric power <sup>(Note 3)</sup>	MWh	615,419	626,729	607,725	651,068	528,464
LNG terminals	MWh	345,227	363,053	368,259	357,068	324,660
District heating and cooling centers	MWh	94,640	98,529	84,621	84,722	83,433
Power plants	MWh	11,407	9,775	10,700	93,486	9,311
Tokyo Gas business offices, etc.	MWh	52,372	51,526	49,786	49,629	45,336
Other Group companies	MWh	112,890	103,847	105,089	98,696	95,591
(Tokyo Gas Co., Ltd.)	MWh	402,357	419,502	422,776	416,928	380,112
City gas	Thousand m <sup>3</sup>	1,447,012	1,691,380	1,775,849	1,628,350	1,503,916
LNG terminals	Thousand m <sup>3</sup>	14,600	14,544	16,206	14,450	14,930
District heating and cooling centers	Thousand m <sup>3</sup>	73,328	75,133	72,420	76,216	109,419
Power plants	Thousand m <sup>3</sup>	1,341,099	1,582,434	1,668,543	1,519,617	1,360,735
Tokyo Gas business offices, etc.	Thousand m <sup>3</sup>	15,969	18,209	17,697	17,082	17,965
Other Group companies	Thousand m <sup>3</sup>	2,015	1,060	984	985	867
(Tokyo Gas Co., Ltd.)	Thousand m <sup>3</sup>	35,990	38,347	39,676	37,035	38,814
Heat <sup>(Note 3)</sup>	TJ	48	71	55	36	34
District heating and cooling centers	TJ	198	232	211	119	119
Tokyo Gas business offices, etc.	TJ	88	93	95	96	96
Other Group companies	TJ	166	195	195	172	164
(Tokyo Gas Co., Ltd.)	TJ	96	102	104	105	105

Category	Unit	FY2015	FY2016	FY2017	FY2018	FY2019
Other fuels	TJ	6	5	4	4	8
LNG terminals	TJ	1	1	1	0	0
Tokyo Gas business offices, etc.	TJ	1	1	1	1	4
Other Group companies	TJ	5	3	3	3	4
(Tokyo Gas Co., Ltd.)	TJ	1	2	1	1	5
Vehicles	TJ	—	—	—	—	117
(Tokyo Gas Co., Ltd.)	TJ	—	—	—	—	46
LNG cryogenic energy	Thousand tons	2,364	2,678	2,890	2,862	3,050
Cryogenic power generation	Thousand tons	724	785	787	616	775
Portion sent to subsidiaries and affiliates	Thousand tons	852	820	820	821	841
BOG treatment, etc.	Thousand tons	788	1,073	1,283	1,424	1,434

Note 1: Excludes double counting by intra-group supply of heat and electricity.

Note 2: Up through fiscal 2018 the figures for vehicles were included under "Tokyo Gas business offices, etc." and "Other Group companies." Starting with fiscal 2019, they are counted together as a separate item, "Vehicles."

Note 3: Excludes double counting by intra-group supply. Since fiscal 2018, the amount of heat accommodated was deducted for district heating and cooling centers.

■ Water Withdrawal Third-party Assured

Category	Unit	FY2015	FY2016	FY2017	FY2018	FY2019
Tap water and industrial water	Thousand m <sup>3</sup>	5,388	5,017	5,180	4,952	4,600
LNG terminals	Thousand m <sup>3</sup>	1,457	1,138	1,125	1,045	981
District heating and cooling centers	Thousand m <sup>3</sup>	1,459	1,552	1,507	1,780	1,716
Power plants	Thousand m <sup>3</sup>	1,569	1,492	1,765	1,325	1,135
Tokyo Gas business offices, etc.	Thousand m <sup>3</sup>	537	544	506	516	507
Other Group companies	Thousand m <sup>3</sup>	366	290	276	286	261
(Tokyo Gas Co., Ltd.)	Thousand m <sup>3</sup>	2,036	1,726	1,674	1,644	1,580
Seawater	Thousand m <sup>3</sup>	773,963	781,879	784,651	738,529	686,350



## ESG Data

■ Emissions into the Atmosphere Third-party Assured

	Category	Unit	FY2015	FY2016	FY2017	FY2018	FY2019
Greenhouse gases	CO <sub>2</sub> *1, 2, 3 (Note 1)	Thousand tons of CO <sub>2</sub>	3,479	4,014	4,179	3,877	3,698
	LNG terminals	Thousand tons of CO <sub>2</sub>	202	206	207	192	177
	District heating and cooling centers	Thousand tons of CO <sub>2</sub>	211	217	201	205	294
	Power plants	Thousand tons of CO <sub>2</sub>	2,938	3,466	3,654	3,370	3,120
	Tokyo Gas business offices, etc.	Thousand tons of CO <sub>2</sub>	71	74	72	71	67
	Other Group companies	Thousand tons of CO <sub>2</sub>	75	69	68	62	61
	Vehicles (Note 2)	Thousand tons of CO <sub>2</sub>	—	—	—	—	8
	(Tokyo Gas Co., Ltd.)	Thousand tons of CO <sub>2</sub>	288	296	294	280	266
	CH <sub>4</sub> *3, 4 (Note 3)	Thousand tons of CO <sub>2</sub> equivalent	14	5	11	9	8
	NOx	Tons	302	367	402	379	414
LNG terminals (Note 4)	Tons	11	13	13	12	12	
District heating and cooling centers	Tons	52	51	54	54	96	
Power plants	Tons	223	282	311	294	286	
Tokyo Gas business offices, etc. (Note 4)	Tons	15	21	24	19	20	
(Tokyo Gas Co., Ltd.)	Tons	28	35	38	32	33	

Note 1: Excludes double counting by intra-group supply.

Note 2: Up through fiscal 2018 the figures for vehicles were included under "Tokyo Gas business offices, etc." and "Other Group companies." Starting with fiscal 2019, they are counted together as a separate item, "Vehicles."

Note 3: About 323 tons of CH<sub>4</sub> emissions

Note 4: Emissions from facilities that generate soot and smoke specified in the Air Pollution Control Act.

■ Greenhouse Gas Emissions (CO<sub>2</sub> equivalent) (SCOPE 1 + SCOPE 2) Third-party Assured

	Category	Unit	FY2015	FY2016	FY2017	FY2018	FY2019
SCOPE1+SCOPE2		Thousand tons of CO <sub>2</sub>	3,494	4,020	4,189	3,886	3,706
SCOPE1		Thousand tons of CO <sub>2</sub>	3,186	3,712	3,902	3,588	3,467
SCOPE2		Thousand tons of CO <sub>2</sub>	308	308	287	297	239

## ■ Greenhouse Gas Emissions from Feedstock Procurement (SCOPE 3)

	Category	Unit	FY2015	FY2016	FY2017	FY2018	FY2019
LNG procured		Million tons	13.87	14.25	14.24	13.95	13.23
Greenhouse gas (CO <sub>2</sub> equivalent) (Note 1)	Extraction	Million tons of CO <sub>2</sub>	0.58	0.60	0.60	0.59	0.58
	Liquefaction	Million tons of CO <sub>2</sub>	5.08	5.22	5.22	5.11	4.89
<span style="border: 1px solid black; border-radius: 3px; padding: 0 2px;">Third-party Assured</span>	Transport by sea	Million tons of CO <sub>2</sub>	1.12	1.15	1.15	1.13	1.07

Note 1: Calculated based on greenhouse gas emission intensity throughout the lifecycle, from extraction of natural gas to processing and transportation, as analyzed by the LCA approach.

• FY2012–14 emission intensity

Extraction: 0.81; Liquefaction: 8.36; Transportation by sea: 1.97 g-CO<sub>2</sub>/MJ, based on gross calorific value

Source: "Future Forecast for Life Cycle Greenhouse Gas Emissions of LNG and City Gas 13A" (Japan Society of Energy and Resources, presentation report 28 (2), March 2007)

• Emission intensity from FY2015

Extraction: 0.77; Liquefaction: 6.71; Transportation by sea: 1.48 g-CO<sub>2</sub>/MJ, based on gross calorific value

Source: "Study of Life Cycle Greenhouse Gas Emissions of LNG and City Gas 13A" (Proceedings of the annual meeting of Japan Society of Energy and Resources 35, pp. 23–26, 2016)

• Emission intensity from FY2019

Extraction: 0.80; Liquefaction: 6.77; Transportation by sea: 1.48 g-CO<sub>2</sub>/MJ, based on gross calorific value

Source: "City Gas Life Cycle Assessment (issued July 2020)," Japan Gas Association website.

■ CO<sub>2</sub> Emissions and Emissions Reduction at Customer Sites (SCOPE 3) Third-party Assured

	Category	Unit	FY2011	FY2012	FY2013	FY2014	FY2015	FY2016	FY2017	FY2018	FY2019
CO <sub>2</sub>	Total amount	Million tons of CO <sub>2</sub>	26.94	27.09	27.67	29.36	28.96	29.43	29.60	28.92	26.12
	Amount of reduction relative to FY2011	Million tons of CO <sub>2</sub>	Baseline	0.87	1.52	3.29	3.43	3.94	4.04	4.52	3.70

■ Energy Consumption and CO<sub>2</sub> Emissions Associated with Cargo Transportation (Tokyo Gas Co., Ltd.) (SCOPE 3) Third-party Assured

	Category	Unit	FY2015	FY2016	FY2017	FY2018	FY2019
Transportation amount		Million tons -km	98	86	83	93	82
Energy consumption (crude oil equivalent)		kL	3,354	3,165	3,055	3,237	2,985
Energy intensity		kL/Million tons-km	34	37	37	35	36
CO <sub>2</sub> emissions		tons-CO <sub>2</sub>	8,810	8,267	7,993	8,520	7,836



## ESG Data

■ Water Discharge Third-party Assured

Category	Unit	FY2015	FY2016	FY2017	FY2018	FY2019
Wastewater	Thousand m <sup>3</sup>	1,091	1,090	1,069	988	1,015
LNG terminals (Note 1)	Thousand m <sup>3</sup>	287	291	242	221	300
District heating and cooling centers	Thousand m <sup>3</sup>	330	354	330	362	387
Power plants	Thousand m <sup>3</sup>	474	445	498	405	328
(Tokyo Gas Co., Ltd.)	Thousand m <sup>3</sup>	296	300	258	254	335
COD	Tons	1.6	1.4	1.4	1.2	1.2
LNG terminals	Tons	1.2	1.0	0.9	0.9	1.0
Power plants	Tons	0.5	0.4	0.4	0.3	0.2
(Tokyo Gas Co., Ltd.)	Tons	1.2	1.0	0.9	0.9	1.0

Note 1: Data are for wastewater discharges from wastewater treatment facilities and sewage discharges.

## Conversion Factor, etc.

■ CO<sub>2</sub> Emission Factor

Category	Unit	FY2015	FY2016	FY2017	FY2018	FY2019
City gas (Tokyo Gas 13A) (Note 1)	kg-CO <sub>2</sub> /m <sup>3</sup>			2.21		
Purchased electricity (average of all power sources) (Note 2)	kg-CO <sub>2</sub> /kWh	Emission factors of electric power companies, released in accordance with the ministerial ordinance for the Act on the Rational Use of Energy				
Heat (Note 3)	Steam (excluding industrial use), hot water, cold water			0.057		
	Industrial steam			0.060		
Other fuels (Note 3)	Heavy oil A			2.71		
	Diesel			2.58		
	Kerosene			2.49		
	Gasoline			2.32		
	LPG			3.00		

Note 1: Calculated based on the typical composition of city gas (type 13A) supplied by the Tokyo Gas (15°C, gauge pressure of 2 kPa).

Note 2: The basic emission factors were used until fiscal 2017 and adjusted emission factors are used since fiscal 2018.

Note 3: Calculated using the unit calorific value released in accordance with the ministerial ordinance stipulated by the Act on Promotion of Global Warming Countermeasures, and multiplying this amount by the emission factor per unit calorific value and by 44/12.

## ■ Unit Calorific Value

Category	Unit	FY2015	FY2016	FY2017	FY2018	FY2019
City gas (Tokyo Gas 13A) (Note 1)	MJ/m <sup>3</sup> N			45.00		
Purchased electricity <sup>5</sup> (Note 2)	Daytime electricity			9.97		
	Nighttime electricity			9.28		
	Other than general electricity utilities			9.76		
Heat (Note 2)	Steam (excluding industrial use), hot water, cold water			1.36		
	Industrial steam			1.02		
Other fuels (Note 2)	Heavy oil A			39.1		
	Diesel			37.7		
	Kerosene			36.7		
	Gasoline			34.6		
	LPG			50.8		
Crude oil equivalent coefficient (Note 2)	kL/GJ			0.0258		

Note 1: City gas calorific value of Tokyo Gas (0°C, 1 atmospheric pressure)

Note 2: Act on the Rational Use of Energy (the Energy Efficiency Act)

\*1 Through FY2018, regarding district heating and cooling centers selling electric power using gas cogeneration systems, the data of energy used for power generation is posted under "Power plants" and the data of energy used for the production of heat is posted under "District heating and cooling centers". From FY2019, the data on all energy used at the above-stated district heating and cooling centers is posted under "District heating and cooling centers". "Tokyo Gas business offices, etc." lists the Company's non-consolidated energy use, less the amounts for LNG terminals and District heating and cooling centers. "Other Group companies" lists the data for other Group companies, less the amounts for district heating and cooling centers and power plants.

\*2 Some variance in the data listed under different categories may exist since the data has been processed to properly assess the changes in energy usage intensity for each business activity (such as by reflecting the amounts commissioned by other companies at LNG terminals).

\*3 The values are calculated based on the adjusted emission factors since FY2018.

\*4 CH<sub>4</sub> (methane) emissions were converted to CO<sub>2</sub> emissions by multiplying by the global warming potential of 25, as stipulated in the Act on Promotion of Global Warming Countermeasures.

\*5 For the crude oil equivalent of electricity usage under "District heating and cooling centers" and "Tokyo Gas business offices, etc.," the amounts purchased from power utility companies were all calculated using daytime electricity factors.



## ESG Data

## Waste

Industrial Waste Third-party Assured

	Category	Unit	FY2015	FY2016	FY2017 <sup>3</sup>	FY2018 <sup>3</sup>	FY2019
Industrial waste <sup>1, 2</sup>	Generation	Tons	149,317	144,230	161,344	144,827	146,243
	Amount recycled	Tons	142,629	140,373	156,810	140,015	141,204
	Landfill	Tons	2,433	1,312	2,001	2,490	1,702
	Recycling rate	%	96	97	97	97	97
	Landfill rate	%	1.6	0.9	1.2	1.7	1.2
Production plants <sup>1</sup>	Generation	Tons	1,291	809	617	678	689
	Amount recycled	Tons	851	476	354	405	167
	Landfill	Tons	18	2	4	8	2
	Recycling rate	%	66	59	57	60	24
Tokyo Gas Co., Ltd.	Generation	Tons	4,462	4,449	5,950	4,767	4,924
	Amount recycled	Tons	3,629	3,701	4,638	3,607	3,464
	Landfill	Tons	431	389	981	575	508
	Recycling rate	%	81	83	78	76	70
	Landfill rate	%	10	9	16	12	10

<sup>1</sup> Data for "Production plants" include that from business offices that produce city gas and other products, district heating and cooling centers, and power plants.

<sup>2</sup> Including construction work for customers of our subcontractors, subsidiaries and affiliates.

<sup>3</sup> Due to several errors in the data of operational organizations included in the figures, the figures for FY2017 and FY2018 have been reviewed and corrected as needed.

General Waste Third-party Assured

	Category	Unit	FY2015	FY2016	FY2017	FY2018	FY2019
General Waste	Generation	Tons	3,143	2,931	2,818	2,990	2,780
	Amount recycled	Tons	2,441	2,224	2,090	2,333	2,060
	Recycling rate	%	78	76	74	78	74
Tokyo Gas Co., Ltd.	Generation	Tons	1,016	1,045	1,010	998	1,001
	Amount recycled	Tons	870	850	806	811	799
	Recycling rate	%	86	81	80	81	80

Amount of Copy Paper Purchased Third-party Assured

	Category	Unit	FY2015	FY2016	FY2017	FY2018	FY2019
Copy paper	Amount purchased	Million	134	129	121	115	102
Tokyo Gas Co., Ltd.	Amount purchased	Million	63	64	59	53	45



## ESG Data

## By-products from Gas Pipeline Construction

Category		Unit	FY2015	FY2016	FY2017	FY2018	FY2019
Gas pipe (Note 1)	Amount recovered	Tons	235	260	283	299	253
	PE pipe						
	Amount recycled	Tons	235	260	283	299	253
	Recycling rate	%	100	100	100	100	100
	Steel and cast-iron pipe						
	Amount recovered and recycled	Tons	5,003	6,126	6,605	6,582	6,737
	Recycling rate	%	100	100	100	100	100
Gas pipeline extension work		km	1,121	1,026	1,038	967	916
Estimated excavated amount		Million tons	4.49	3.88	4.03	3.61	3.55
Excavated soil (Note 2)	Reduction (by shallower laying of pipes in narrow trenches and non-open-cut method)	Million tons	1.32	1.35	1.28	1.26	1.28
	Reuse (generated soil)	Million tons	0.84	0.62	0.61	0.55	0.51
	Recycle (improved soil, regeneration treatment)	Million tons	1.33	1.27	1.27	1.27	1.21
	Total reduction amount	Million tons	3.49	3.24	3.16	3.09	3.00
	Rate of reduction amount (comparison to estimated excavated amount)	%	78	83	79	85	85
	Residual soil (actual amount)	Million tons	1.0	0.64	0.86	0.53	0.55
Rate of residual soil (comparison to estimated excavated amount)		%	22	17	21	15	15
Gas pipeline extension work		km	1,020	973	1,003	934	882
Estimated excavated amount		Million tons	4.25	3.75	3.94	3.53	3.46
Tokyo Gas Co., Ltd. (Note 2)	Reduction (by shallower laying of pipes in narrow trenches and non-open-cut method)	Million tons	1.25	1.31	1.24	1.23	1.24
	Reuse (generated soil)	Million tons	0.79	0.61	0.61	0.55	0.51
	Recycle (improved soil, regeneration treatment)	Million tons	1.31	1.26	1.25	1.24	1.18
	Total reduction amount	Million tons	3.35	3.18	3.10	3.02	2.93
	Rate of reduction amount (comparison to estimated excavated amount)	%	79	85	78	85	84
	Residual soil (actual amount)	Million tons	0.90	0.57	0.85	0.51	0.54
Rate of residual soil (comparison to estimated excavated amount)		%	21	15	22	15	16

Note 1: Tokyo Gas Co., Ltd.

Note 2: Data for excavated soil and asphalt concrete.

## Recovery of Used Gas Appliances from Customers

Category		Unit	FY2015	FY2016	FY2017	FY2018	FY2019
Waste, etc. (Note 1)	Used gas appliance, etc.	Tons	3,861	3,715	3,445	3,288	3,467
	Other	Tons	5,075	4,581	4,695	4,103	3,592
	Total	Tons	8,936	8,296	8,140	7,391	7,058

Note 1: Excludes waste from specified kinds of home appliances.

## Breakdown (FY2019)

Category	Amount recovered (tons)	Amount recycled (tons)	Final disposal (tons)	Recycling rate (%)	Final disposal rate (%)
Used gas appliances and scrap metal	3,466.8	3,466.8	0	100	0
Waste plastics	516.8	443.7	73.2	85.8	14.2
Polystyrene foam	13.3	13.3	0	100	0
Cardboard boxes	584.5	584.5	0	100	0
Debris	267.8	249.1	18.7	93	7
Concrete and tile scraps	170.2	78.3	91.9	46	54
Other	2,052.3	1,860.8	191.5	90.7	9.3
Total	7,058.4	6,683.1	375.3	94.7	5.3

ESG Data

Assessment of CO<sub>2</sub> Emissions Reduction due to Reductions in Purchased Electricity

Amount of Thermal Power Generation Varies According to Electricity Usage

In Japan, the electricity supplied by electric utilities is generated primarily by thermal power, nuclear power and hydroelectric power plants.

Nuclear power plants operate at full capacity except when undergoing a routine inspection, while the annual power output of hydroelectric power plants is determined by the amount of rainfall. The electricity supply is adjusted by operations at thermal power plants.

Therefore, in terms of total annual output, it is most likely to be thermal power generation that is cut when electricity use is reduced through energy-saving measures.



▶ The Greenhouse Gas Protocol (Guidelines for Quantifying GHG Reductions from Grid- Connected Electricity Projects) [Web](#)



## ESG Data

## Social Data

## Overview of Employees

■ Number of Full-time Employees by Gender <sup>\*1, 2, 3</sup> (Third-party Assured)

		Unit	FY2017	FY2018	FY2019
Male	Non-consolidated		6,392 (85.0)	6,334 (84.5)	6,311 (84.0)
	Consolidated		11,418 (83.4)	11,300 (82.8)	11,332 (81.4)
Female	Non-consolidated	Persons (%)	1,126 (15.0)	1,158 (15.5)	1,202 (16.0)
	Consolidated		2,271 (16.6)	2,350 (17.2) <sup>*4</sup>	2,581 (18.6)
Total	Non-consolidated		7,518	7,492	7,513
	Consolidated		13,689	13,650 <sup>*4</sup>	13,913

\*1 Data are as of the end of March of each fiscal year.

\*2 Non-consolidated data exclude personnel on loan to Tokyo Gas from other organizations and include personnel on loan from Tokyo Gas to other organizations (registered personnel).

\*3 Consolidated data exclude personnel on loan to Tokyo Gas and its subsidiaries from other organizations and include personnel on loan from Tokyo Gas and its subsidiaries to other organizations.

\*4 Data for number of employees were revised.

■ Breakdown of Employees by Age and Gender <sup>\*1, 2, 3</sup>

Age		Unit	Male	Female	Total
Under 30	Non-consolidated		1,762 (27.9)	345 (28.7)	2,107 (28.0)
	Consolidated		2,656 (23.4)	682 (26.4)	3,338 (24.0)
From 30 to 39	Non-consolidated		962 (15.2)	173 (14.4)	1,135 (15.1)
	Consolidated		2,040 (18.0)	489 (18.9)	2,529 (18.2)
From 40 to 49	Non-consolidated		1,548 (24.5)	373 (31.0)	1,921 (25.6)
	Consolidated	Persons (%)	3,203 (28.3)	805 (31.2)	4,008 (28.8)
From 50 to 59	Non-consolidated		2,014 (31.9)	310 (25.8)	2,324 (30.9)
	Consolidated		3,354 (29.6)	598 (23.2)	3,952 (28.4)
60 and over	Non-consolidated		25 (0.4)	1 (0.1)	26 (0.3)
	Consolidated		79 (0.7)	7 (0.3)	86 (0.6)
Total	Non-consolidated		6,311	1,202	7,513
	Consolidated		11,332	2,581	13,913

\*1 Data are as of the end of March 2020.

\*2 Non-consolidated data are for Tokyo Gas employees (registered personnel).

\*3 Consolidated data exclude personnel on loan to Tokyo Gas and its subsidiaries from other organizations and include personnel on loan from Tokyo Gas and its subsidiaries to other organizations

■ Average Age by Gender <sup>\*1, 2, 3</sup> (Third-party Assured)

		Unit	FY2017	FY2018	FY2019
Male	Non-consolidated		40.7	40.8	41.1
	Consolidated		41.2	41.2	40.9
Female	Non-consolidated	Age	40.6	40.5	40.5
	Consolidated		40.0	40.1	40.1
Total	Non-consolidated		40.7	40.8	41.0
	Consolidated		41.0	41.0	40.8

\*1 Data are as of the end of March of each fiscal year.

\*2 Non-consolidated data are for Tokyo Gas employees (registered personnel).

\*3 Consolidated data exclude personnel on loan to Tokyo Gas and its subsidiaries from other organizations and include personnel on loan from Tokyo Gas and its subsidiaries to other organizations.

■ Average Length of Employment by Gender <sup>\*1, 2, 3</sup> (Third-party Assured)

		Unit	FY2017	FY2018	FY2019
Male	Non-consolidated		19.3	19.5	19.7
	Consolidated		16.7	17.0	16.8
Female	Non-consolidated	Years	19.3	18.5	18.5
	Consolidated		14.8	14.4 <sup>*4</sup>	14.2
Total	Non-consolidated		19.3	19.3	19.5
	Consolidated		16.4	16.5	16.3

\*1 Data are as of the end of March of each fiscal year.

\*2 Non-consolidated data are for Tokyo Gas employees (registered personnel).

\*3 Consolidated data exclude personnel on loan to Tokyo Gas and its subsidiaries from other organizations and include personnel on loan from Tokyo Gas and its subsidiaries to other organizations.

\*4 Data was revised.

■ Number of Managers <sup>\*1, 2, 3, 4</sup> (Third-party Assured)

		Unit	FY2018	FY2019	FY2020
Male	Non-consolidated		2,734 (92.4)	2,687 (92.0)	2,646 (91.3)
	Consolidated		—	—	3,358 (91.1)
Female	Non-consolidated	Persons (%)	226 (7.6)	233 (8.0)	251 (8.7)
	Consolidated		—	—	327 (8.9)
Total	Non-consolidated		2,960	2,920	2,897
	Consolidated		—	—	3,685

\*1 Data are as of April 1 of each fiscal year.

\*2 Employees in supervisory positions, or employees of equivalent status.

\*3 Non-consolidated data are for Tokyo Gas employees (registered personnel).

\*4 Consolidated data exclude personnel on loan to Tokyo Gas and its subsidiaries from other organizations and include personnel on loan from Tokyo Gas and its subsidiaries to other organizations.





## ESG Data

■ Hiring of New Graduates<sup>1, 2, 3</sup>

	Unit	Breakdown of FY2018 Hires		Breakdown of FY2019 Hires		Breakdown of FY2020 Hires	
		Male	Female	Male	Female	Male	Female
Undergraduate and Graduate <sup>4</sup>	Non-consolidated	125	61	162	62	158	60
	Consolidated	217	127	271 <sup>*5</sup>	144 <sup>*5</sup>	269	131
High School	Non-consolidated	18	2	0	0	0	0
	Consolidated	62	11	34	7	27	6
Total	Non-consolidated	143	63	162	62	158	60
	Consolidated	279	138	305 <sup>*5</sup>	151 <sup>*5</sup>	296	137

\*1 Data are as of April 1 of each fiscal year.

\*2 Non-consolidated data are for Tokyo Gas employees (registered personnel).

\*3 Consolidated data exclude personnel on loan to Tokyo Gas and its subsidiaries from other organizations and include personnel on loan from Tokyo Gas and its subsidiaries to other organizations.

\*4 Including technical college and junior college graduates.

\*5 Data were revised.

■ Hiring of Mid-Career Personnel<sup>1, 2, 3</sup>

	Unit	May 2017 to April 2018	April 2018 to March 2019	April 2019 to March 2020
		Male	12	15
Female	Non-consolidated	1	0	1
	Consolidated	66	76 <sup>*4</sup>	206
Total	Non-consolidated	13	15	18
	Consolidated	300	271 <sup>*4</sup>	427

\*1 Data includes contract employees who became regular employees.

\*2 Non-consolidated data are for Tokyo Gas employees (registered personnel).

\*3 Consolidated data exclude personnel on loan to Tokyo Gas and its subsidiaries from other organizations and include personnel on loan from Tokyo Gas and its subsidiaries to other organizations.

\*4 Data were revised.

■ Number of Employees with Disabilities<sup>1, 2, 3</sup> Third-party Assured

	Unit	March 2018	March 2019	March 2020
Number of employees with disabilities	Persons	150	167	171
Percentage of total employees	%	2.10	2.44	2.58

\*1 Data are for regular and contract employees at Tokyo Gas Co., Ltd.

\*2 Figures are as of the first day of the month shown for each fiscal year.

\*3 Figure was 172 people, or 2.55% of the workforce, as of June 2020.

■ Number of Users of Childcare/Nursing Care Leave Programs<sup>1, 2</sup>

Programs	Item	Unit	FY2017		FY2018		FY2019	
			Male	Female	Male	Female	Male	Female
Childcare leave	Number of users	Persons	5	45	5	70	12	72
			—	—	—	—	19	152
Nursing care leave	Number of users	Persons	0	1	2	0	2	2
			—	—	—	—	5	7

\*1 Non-consolidated data are for Tokyo Gas employees (registered personnel).

\*2 Consolidated data exclude personnel on loan to Tokyo Gas and its subsidiaries from other organizations and include personnel on loan from Tokyo Gas and its subsidiaries to other organizations.

■ Major Programs and Number of Users<sup>1, 2</sup>

Programs	Outline	Item	Unit	FY2017		FY2018		FY2019	
				Male	Female	Male	Female	Male	Female
Childcare leave	Until the end of April immediately following the child's 3rd birthday <b>(employees are allowed to change the scheduled date of reinstatement if they are unable to enroll their child in a nursery school)</b>	Number of users	Persons	5	45	5	70	12	72
		Percentage returning to work <sup>3</sup>	%	100	92	100	100	100	100
Shorter hours for Childcare	During pregnancy and <b>until the child completes the 6th grade</b>	Number of users	Persons	3	214	9	220	12	220
Nursing care leave	<b>Up to 3 years</b> for one care receiver within the second degree of kinship	Number of users	Persons	0	1	2	0	2	2
Shorter hours for nursing care	Applicable to a relative within the second degree of kinship for <b>up to 5 years</b> per care receiver	Number of users	Persons	0	2	0	3	1	5
Leave to accompany partner	For employees accompanying a spouse posted overseas	Number of users	Persons	3		4		2	
Community service leave	Granted special leave (paid) for up to 5 days within 1 year	Cumulative number of users	Persons	58		61		37	
Sabbatical system	For employees who reach the ages of 30, 35, 40 and 50 Granted commemorative gifts and special leave (paid)	Number of users	Persons	673		509		519	

\*1 Data are for Tokyo Gas Co., Ltd.

\*2 Items in bold are company programs that go beyond regulatory requirements.

\*3 Percentage of employees who completed childcare leaves each fiscal year and those returned to work at the company.



## ESG Data

## ■ State of Reemployment after Mandatory Retirement \*1

	Unit	FY2017	FY2018	FY2019
Total number of retired employees *2	Persons	273	172	130
	Tokyo Gas	203 (74.4)	103 (59.9)	70 (53.8)
Number of reemployed *3	Subsidiaries	46 (16.8)	52 (30.2)	45 (34.6)
	Total	249 (91.2)	155 (90.1)	115 (88.5)

\*1 Data are for Tokyo Gas Co., Ltd.

\*2 Number of employees who left the company at the mandatory retirement age of 60.

\*3 Number of people hired as "career employees" (contract employees rehired after reaching mandatory retirement age).

## ■ Number of Employees Leaving the Company \*1, 2, 3

	Unit	FY2017	FY2018	FY2019
Male (Percentage of employees leaving the company)	Non-consolidated	29 (0.43)	47 (0.72)	67 (1.03)
	Consolidated	203 (-)	216 (1.88)	264 (2.30)
Female (Percentage of employees leaving the company)	Non-consolidated	9 (0.79)	8 (0.68)	12 (0.98)
	Consolidated	113 (-)	90 (3.75) *4	96 (3.65)
Total (Percentage of employees leaving the company)	Non-consolidated	38 (0.49)	55 (0.71)	79 (1.03)
	Consolidated	316 (-)	306 (2.20) *4	360 (2.55)

\*1 Non-consolidated data are for Tokyo Gas employees (registered personnel).

\*2 Consolidated data exclude personnel on loan to Tokyo Gas and its subsidiaries from other organizations and include personnel on loan from Tokyo Gas and its subsidiaries to other organizations.

\*3 The percentage of people leaving the company is calculated as follows: number of regular employees leaving for personal reasons (as of March 31 of each fiscal year)/number of regular employees (as of April 1 of each fiscal year).

\*4 Data were revised.

## ■ Number of Temporary and Contract Employees \*1, 2

	Unit	FY 2018	FY 2019	FY 2020
Contract employees		1,670	1,495	1,304
	Male	1,131	950	774
	Female	539	545	530
Temporary employees	Persons	558	589	615
Total		2,228	2,084	1,919

\*1 Data are for Tokyo Gas Co., Ltd.

\*2 Data are as of April 1 of each fiscal year.

## ■ Average Overtime Hours \*1

	Unit	FY2017	FY2018	FY2019
Average monthly overtime hours	Hours/person	15.9	15.6	15.9

\*1 Data are for Tokyo Gas Co., Ltd.

## ■ Days of Paid Leave Taken per Year \*1

	Unit	FY2017	FY2018	FY2019
Days of paid leave taken per year	Days/person	15.1	15.4	15.8

\*1 Data are for Tokyo Gas Co., Ltd.

## ■ Number of Employees with Right to Collective Bargaining (Employees Excluding Management) \*1, 2

	Unit	FY2017	FY2018	FY2019
Number of employees	Persons	6,937	6,906	6,919

\*1 Data are for Tokyo Gas Co., Ltd.

\*2 Data are as of the end of March of each fiscal year.

## ■ Average Annual Training Hours \*1, 2

	Unit	FY2017	FY2018	FY2019
Average annual training hours	Hours/person	13.5	12.0	11.4

\*1 Data are for Tokyo Gas Co., Ltd.

\*2 Data on training provided by the Personnel Department (excludes training provided independently by other departments).

## Implementation of Occupational Safety and Health Education Programs

## ■ Implementation of Occupational Safety and Health Education Programs \*1

	Unit	FY2017	FY2018	FY2019
Level-specific training on safety and health and on safety planning	New employee training	252	206	224
	Safety and health training for new managers	243	245	241
Statutory foreman training		151	146	182
Statutory training for safety administrators at the time of appointment *2	Persons	36	40	36
Hygiene supervisor training		74	94	90
Traffic safety and driving training (for new drivers, persons involved in accidents and others)		789	747	694
Safe driving with attendant instructors utilizing drive recorders		798	853	833
Seminars on promoting health		2,731	1,452	1,452

\*1 Data are for Tokyo Gas Co., Ltd.

\*2 Data are the results of the Tokyo Gas Group.



## ESG Data

## Overview of Accidents and Injuries

## ■ Change in Number of Work-related Injuries, Number of Traffic Accidents, Rate of Lost Work-time Injuries, and Severity Rate \*1

	Unit	FY2017	FY2018	FY2019
Work-related injuries *2	Cases	38	36	34
Traffic accidents		134	142	117
Rate of lost work-time injuries *3, 5	Third-party Assured	0.36	0.62	0.31
Severity rate *4, 5, 6		0.002	0.005	0.001

\*1 Data are for regular and contract employees of Tokyo Gas.

\*2 Includes accidents not resulting in lost worktime.

\*3 Rate of people taking work leave per 1 million total actual working hours.

\*4 Number of workdays lost as a result of accidents/injuries per 1,000 total actual working hours.

\*5 Includes injuries due to non-commuting traffic accidents caused by others.

\*6 Lost workdays are counted based on standards placed by the Japanese Ministry of Health, Labour and Welfare.



## ESG Data

## Governance Data

## Board of Directors, Advisory Committee, Audit &amp; Supervisory Board, and Corporate Executive Meeting

## ■ Membership of the Board of Directors, Advisory Committee, Audit &amp; Supervisory Board, and Corporate Executive Meeting \*1,2

		Unit	As of the end of June 2018	As of the end of June 2019	As of the end of June 2020
Board of Directors	Directors		8 (1)	9 (2)	9 (2)
	External		3 (1)	4 (2)	4 (2)
Advisory Committee	Outside directors		2	2	2
	Outside Audit & Supervisory Board members		1	1	1
	Director, Chairman of the Board		1	1	1
Audit & Supervisory Board	Director, President	Persons (Number of female members)	1	1	1
	Audit & Supervisory Board members		5	5	5
	External		3 (1)	3 (1)	3 (1)
Corporate Executive Meeting	President and CEO *3		1	1	1
	Executive Vice Presidents *3		2	2	2
	Senior Managing Executive Officer		2	2	3
	Managing Executive Officer		6 (1)	7 (1)	7 (1)

\*1 Data shown are for Tokyo Gas Co., Ltd.

\*2 External directors and external Audit &amp; Supervisory Board members are independent officers.

\*3 Post is held concurrently by three representative directors.

## Training and Consultation on Human Rights and Compliance

## ■ Participants in Training on Human Rights and Compliance \*1

Overview		Unit	FY2017	FY2018	FY2019
Level-specific training	Training upon entering the company, during the third year, and during qualification promotions (two levels)		1,527	1,291	1,311
Workplace workshops	Training at the individual workplace level led by compliance promoters	Number of persons	15,543	15,825	21,088
Training programs and follow-up for human rights promotion leaders	First-time leader training (6 months) and follow-up training		353	344	354
Planning-type training	Human rights study sessions		350	285	300

\*1 Data shown are for the Tokyo Gas Group.

## ■ Number of Cases Handled by Consultation Desks \*1

Consultation Topics	Unit	FY2017	FY2018	FY2019
Interpersonal relations and harassment		58	51	35
Benefits and working hours		35	20	14
Internal regulations	Number of cases	7	11	11
Laws, regulations, and other matters		4	16	4
Total		104	98	64

\*1 Data shown are for the Tokyo Gas Group.