



ESG Data

Social Data

Overview of Employees

■ Number of Full-time Employees by Gender ^{*1, 2, 3} (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) ^{*4}	2,581 (18.6)
Total	Non-consolidated		7,518	7,492	7,513
	Consolidated		13,689	13,650 ^{*4}	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 ^{*1, 2, 3}

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 ^{*1, 2, 3} (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 ^{*1, 2, 3} (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 ^{*4}	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 ^{*1, 2, 3, 4} (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.



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■ Hiring of New Graduates^{1, 2, 3}

	Unit	Breakdown of FY2018 Hires		Breakdown of FY2019 Hires		Breakdown of FY2020 Hires	
		Male	Female	Male	Female	Male	Female
		Undergraduate and Graduate ⁴	Non-consolidated	125	61	162	62
	Consolidated	217	127	271 ⁵	144 ⁵	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 ⁵	151 ⁵	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^{1, 2, 3}

	Unit	May 2017 to April 2018	April 2018 to March 2019	April 2019 to March 2020
		Male	Non-consolidated	12
	Consolidated	234	195 ⁴	221
Female	Non-consolidated	1	0	1
	Consolidated	66	76 ⁴	206
Total	Non-consolidated	13	15	18
	Consolidated	300	271 ⁴	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^{1, 2, 3} 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^{1, 2}

Programs	Item	Unit	FY2017		FY2018		FY2019		
			Male	Female	Male	Female	Male	Female	
Childcare leave	Number of users	Persons	Non-consolidated	5	45	5	70	12	72
			Consolidated	—	—	—	—	19	152
Nursing care leave	Number of users	Persons	Non-consolidated	0	1	2	0	2	2
			Consolidated	—	—	—	—	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^{1, 2}

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 (employees are allowed to change the scheduled date of reinstatement if they are unable to enroll their child in a nursery school)	Number of users	Persons	5	45	5	70	12	72
		Percentage returning to work ³	%	100	92	100	100	100	100
Shorter hours for Childcare	During pregnancy and until the child completes the 6th grade	Number of users	Persons	3	214	9	220	12	220
Nursing care leave	Up to 3 years 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 up to 5 years 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.



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■ 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.