Tokyo Gas has developed its personnel programs with recognition that its vitality depends on its people, and that Company growth cannot be achieved without the growth of its personnel. Our programs for remuneration, benefits and promotion are designed to reflect the performance of each employee over a given period so that everyone is confident that their efforts and contributions to Company performance will be appropriately rewarded. By offering a variety of benefits and compensation, we want to enhance the motivation and satisfaction of our employees and create a lively, dynamic organization.
Promotion of Diversity

Why Is this Materiality?

- To work toward creating an energetic workplace in which every employee can fully exercise his or her knowledge, skills, and experience.

FY2017 Performance and Evaluation

Criteria for evaluating KPIs

- Target achieved (100% or above)
- Target not achieved but improved performance from the previous fiscal year
- Target not achieved

Note: Qualitative indicators with no evaluation axis are assessed on the basis of whether progress has been made since the previous fiscal year.

Target (CSR KPIs) FY2017 Results Evaluation

<table>
<thead>
<tr>
<th>Target (CSR KPIs)</th>
<th>Promotion of opportunities for diverse human resources</th>
<th>Evaluation</th>
</tr>
</thead>
</table>
| Promotion of active participation of diverse human resources and workstyle flexibility | Details of activities:  
- November 2017: Held a meeting to share initiatives on promoting the active participation of diverse human resources.  
- March 2018: Designated a Nadeshiko Brand company for the second consecutive year.  
- April 2017–March 2018: Raised awareness through training and seminars (total attendance: 900).  
- For female employees: Held seminars on subjects including women’s career development, returning to work after childcare leave, and support for balancing work and nursing care.  
- For supervisors: Held lectures on promoting the active participation of diverse human resources, held seminars for supervisors with subordinates who are parenting, and raised awareness through various management training programs.  
| Results:  
- Ratio of women in management (as of April 1, 2018): 7.6% (up 3.5% from 9 years ago)  
- Average length of service by gender (as of March 31, 2018)  
  Male: 19.3 years, female: 19.3 years  
- Employment of people with disabilities (as of March 31, 2018) 150 (employment rate: 2.1%)  
| Third-party Assured |

Note: Qualitative indicators with no evaluation axis are assessed on the basis of whether progress has been made since the previous fiscal year.

Development of conditions to accommodate diverse workstyles

Details of activities:

- April 2017: Introduced a work-at-home program, which we plan to expand in several stages.
April 2017: Increased the number of times parental leave periods can be changed and reinforced our promotion of paternity leave.

July–September 2017: Encouraged employees to take summer vacations.

July–August 2017: Adopted a morning-oriented work program that enables employees to enjoy more leisure and family time during long summer evenings.

August 2017: “Premium Friday” held every Friday (typically just the last Friday of every month).

October 2017: Shared the president’s message on correcting and limiting long working hours and shifting to workstyles that emphasize the value of time.

November 2017: Launched a website related to the management of working hours and improving productivity.

January 2018: Introduced agency services to support employees who are providing nursing care.

Performance:
Major programs and the number of users in FY2017

- Employees working shorter hours as parents of small children: 217, employees taking parental leave: 50 (93.3% subsequently returned to work)
- Employees working shorter hours to care for relatives: 2, employees taking nursing care leave to care for relatives: 1

Key Initiatives for FY2018 and Beyond
We reviewed the Tokyo Gas Group’s key CSR activities and materiality in fiscal 2017. Please visit the related link to view the latest information on our materiality and CSR KPIs.

Why Is this Materiality?

- To ensure corporate sustainability by developing highly expert, ethically responsible human resources as a prerequisite to raising future competitiveness.

FY2017 Performance and Evaluation
Criteria for evaluating KPIs

- Target achieved (100% or above)
- Target not achieved but improved performance from the previous fiscal year
- Target not achieved

Note: Qualitative indicators with no evaluation axis are assessed on the basis of whether progress has been made since the previous fiscal year.

<table>
<thead>
<tr>
<th>Target (CSR KPIs)</th>
<th>FY2017 Results</th>
<th>Evaluation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Development of a training structure</td>
<td>Continued to operate our contribution-type personnel management system, role fulfilment assessment system, goal management system, and 360-degree appraisal system.</td>
<td>☐</td>
</tr>
</tbody>
</table>
Developed employee skills through an effective combination of training provided by superiors on the job (OJT) supplemented by training (Off-JT) programs, self-development programs, and workplace transfers and rotations.

Maintained a twin-pillared human resource development program consisting of the fostering of foundational and common skills and wide-ranging expertise.

Implemented a supporter program to assist in the development of younger employees.

Key Initiatives for FY2018 and Beyond
We reviewed the Tokyo Gas Group’s key CSR activities and materiality in fiscal 2017. Please visit the related link to view the latest information on our materiality and CSR indicators.

Link
▶ Identifying New Materiality

Occupational Safety and Health

Why Is this Materiality?
- To continue ensuring the safety and health of employees, which is of fundamental importance to our management foundation.

FY2017 Performance and Evaluation
Criteria for evaluating KPIs
- Target achieved (100% or above)
- Target not achieved but improved performance from the previous fiscal year
- Target not achieved

Note: Qualitative indicators with no evaluation axis are assessed on the basis of whether progress has been made since the previous fiscal year.

<table>
<thead>
<tr>
<th>Target (CSR KPIs)</th>
<th>FY2017 Performance</th>
<th>Evaluation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Promotion of occupational safety and health</td>
<td>Widely promoted the program by recommending regular and semi-regular employees to take stress check-up.</td>
<td>○</td>
</tr>
<tr>
<td></td>
<td>Implemented a campaign based on our Guidelines on Preventing Passive Smoking at all 53 offices, and completed preventive measures such as prohibiting smoking indoors and implementing construction work to improve smoking rooms.</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Implemented risk assessments for all 7 newly purchased chemical substances as legally mandated. Also implemented a voluntary risk assessment and other measures related to chemical substances for which we are not obliged by law to obtain SDSs (safety data sheets).</td>
<td></td>
</tr>
</tbody>
</table>

Promotion of measures to prevent passive smoking

Establishment of chemical risk assessment
Key Initiatives for FY2018 and Beyond

We reviewed the Tokyo Gas Group’s key CSR activities and materiality in fiscal 2017. Please visit the related link to view the latest information on our materiality and CSR KPIs.

Link
▶ Identifying New Materiality
Employment Situation

As of March 31, 2018, our workforce totaled 7,518 (male: 6,392, female: 1,126)*1

*1 Numbers include employees loaned by Tokyo Gas to other organizations but exclude those loaned to Tokyo Gas from other organizations (hereafter, “registered personnel”).

Number of Full-time Employees by Gender*2, 3, 4

<table>
<thead>
<tr>
<th></th>
<th>Unit</th>
<th>FY2015</th>
<th>FY2016</th>
<th>FY2017</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Male</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Non-consolidated</td>
<td>Persons (%)</td>
<td>6,519 (86.7)</td>
<td>6,518 (85.7)</td>
<td>6,392 (85.0)</td>
</tr>
<tr>
<td>Consolidated</td>
<td></td>
<td>11,745 (84.2)</td>
<td>11,442 (83.4)</td>
<td></td>
</tr>
<tr>
<td><strong>Female</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Non-consolidated</td>
<td>Persons (%)</td>
<td>999 (13.3)</td>
<td>1,086 (14.3)</td>
<td>1,126 (15.0)</td>
</tr>
<tr>
<td>Consolidated</td>
<td></td>
<td>2,212 (15.8)</td>
<td>2,284 (16.6)</td>
<td></td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td></td>
<td>7,518</td>
<td>7,604</td>
<td>7,518</td>
</tr>
<tr>
<td>Consolidated</td>
<td></td>
<td>13,957</td>
<td>13,726</td>
<td></td>
</tr>
</tbody>
</table>

*2 Count as of the end of March in each fiscal year.
*3 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”).
*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.

Average Age by Gender*5, 6, 7

<table>
<thead>
<tr>
<th></th>
<th>Unit</th>
<th>FY2015</th>
<th>FY2016</th>
<th>FY2017</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Male</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Non-consolidated</td>
<td>Age</td>
<td>42.1</td>
<td>41.4</td>
<td>40.7</td>
</tr>
<tr>
<td>Consolidated</td>
<td></td>
<td>-</td>
<td>41.8</td>
<td>41.2</td>
</tr>
<tr>
<td><strong>Female</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Non-consolidated</td>
<td>Age</td>
<td>41.6</td>
<td>41.1</td>
<td>40.6</td>
</tr>
<tr>
<td>Consolidated</td>
<td></td>
<td>-</td>
<td>39.9</td>
<td>40.0</td>
</tr>
</tbody>
</table>

*5 Values as of the end of March in each fiscal year.
*6 Non-consolidated data are for Tokyo Gas employees (registered personnel).
*7 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.

Turnover Rate

\[
\text{Turnover Rate} = \frac{38}{7,825} = 0.49\%
\]
## Transparent Hiring Practices

Our recruitment activities comply with the guidelines of Keidanren (Federation of Economic Organizations). We also disclose corporate information and job offers at an early stage so that students can maintain their focus on studies with sufficient time to research and select companies. Moreover, we host various seminars to provide students with an accurate picture of our company.

### Hiring of New Graduates *

<table>
<thead>
<tr>
<th>Category</th>
<th>Unit</th>
<th>2016</th>
<th>2017</th>
<th>2018</th>
<th>Breakdown of 2018 hires</th>
</tr>
</thead>
<tbody>
<tr>
<td>Undergraduate and Graduate*2</td>
<td>Person</td>
<td>207</td>
<td>220</td>
<td>186</td>
<td>Male 126, Female 60</td>
</tr>
<tr>
<td>High school</td>
<td>Person</td>
<td>84</td>
<td>31</td>
<td>20</td>
<td>Male 18, Female 2</td>
</tr>
<tr>
<td>Total</td>
<td>Person</td>
<td>291</td>
<td>251</td>
<td>206</td>
<td>Male 144, Female 62</td>
</tr>
</tbody>
</table>

* Hiring status as of April 1 of each fiscal year.
*2 Including technical college graduates.

---

## Employee Awareness Survey

**I am satisfied with working at Tokyo Gas.**

- **Total:** 68.4%
- **Male:** 69.4%
- **Female:** 61.1%

**I feel connected to Tokyo Gas.**

- **Total:** 64.8%
- **Male:** 65.5%
- **Female:** 59.3%

We regularly survey all employees to ascertain their views on work, the workplace, lifestyles and other factors and incorporate the results into improvements in our personnel programs and other uses. These surveys show that, in general, our employees are satisfied working for Tokyo Gas. The next survey is scheduled to be conducted in fiscal 2018.

## Building Positive Labor-Management Relations through Active Communication

Our labor union operates under a union shop system. All employees except for those in management are subject to membership in the Tokyo Gas Labor Union based on a union shop agreement and therefore the labor union participation rate of applicable employees is 100%. The agreement with our labor union clearly states that “the company and the labor union confirm and mutually respect the company’s management rights and the labor union’s basic labor rights.” It
honors the freedom to associate and organize as well as the right to act and bargain collectively. The company and labor union establish sound and positive labor-management relations and exchange honest opinions on various management issues and labor conditions through periodic labor-management negotiations. Also, we strive to provide our non-labor union contract employees with a safe working environment and have signed a minimum wage agreement with them. In addition, we are mindful of local laws and regulations and respect worker rights.

*An agreement under which employers agree to dismiss workers who do not become union members or who withdraw from or are expelled from the union. All qualifying employees are enrolled in the union.

<table>
<thead>
<tr>
<th>Negotiation</th>
<th>Period</th>
<th>Main Themes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Intensive spring labor-management talks</td>
<td>February through March</td>
<td>Negotiations on economic working conditions, personnel arrangements, rules of employment and other working conditions</td>
</tr>
<tr>
<td>Special Subcommittee of the Joint Management Council (policy related)</td>
<td>April and October</td>
<td>Current state and future direction of business strategy and key policies</td>
</tr>
<tr>
<td>Special Subcommittee of the Joint Management Council (financial results)</td>
<td>May</td>
<td>Forecasts of company performance and financial results</td>
</tr>
<tr>
<td>Working Hours Committee</td>
<td>May and November</td>
<td>Current and projected working hours and productivity increases</td>
</tr>
<tr>
<td>Employee Pay and Benefits Programs Committee</td>
<td>October and December</td>
<td>Current state of personnel arrangements and policies</td>
</tr>
<tr>
<td>Business Process and Work Style Reform Promotion committee</td>
<td>June, November, and December</td>
<td>Verification and analysis of our involvement in business processes and labor innovation for improved productivity</td>
</tr>
<tr>
<td>Departmental labor-management councils (branch level)</td>
<td>June and October</td>
<td>Current state and future direction of departmental/divisional policies</td>
</tr>
</tbody>
</table>
Personnel Programs (Roles and Qualifications System, Contribution-Type Personnel Management System)

Our Roles and Qualifications System puts employees into five categories based on individual development and the degree to which they contribute to the organization. We also maintain the Contribution-Type Personnel Management System for evaluating the development and performance of each employee from multiple perspectives and supporting their development in terms of specific expertise and at an early stage of their career. We will maximize organizational performance by having each employee recognize their particular organizational contribution and also maximize their expertise and strengths through clearly defined role expectations and their position in the organization according to category and contribution type.

Roles and Goals by Contribution Type

<table>
<thead>
<tr>
<th>Roles and Goals</th>
<th>Expert</th>
<th>General</th>
<th>Business Fellow</th>
</tr>
</thead>
<tbody>
<tr>
<td>Supervises or supports duties at the Tokyo Gas Group locations by utilizing the skills, techniques, knowledge and network acquired through experience in a specialized field of work.</td>
<td>Promotes the business of the Tokyo Gas Group from the perspective of what is best for the organization overall while also strengthening their field of expertise based on the skills, techniques and knowledge acquired through various work-related experiences.</td>
<td>Promotes improvements in the Tokyo Gas Group solutions and innovation functions through high-level skills, techniques and knowledge in a specialized field.</td>
<td></td>
</tr>
</tbody>
</table>

Appraisal System

Appraisal System for Determining Benefits and Remuneration, Human Resource Development, and Transfers

We use a goal management system in which each employee sets their own goals. Under the system, we evaluate goal achievements and contributions to the Group as a means of determining appropriate benefits and remuneration.

In addition to evaluation based on goal management, we conduct other assessments, including the Role Demonstration Evaluation*1 and 360 Degree Appraisal System*2 (behavioral evaluation, multi-dimensional evaluation).

*1 Determining the skill development and demonstration necessary for satisfying the expectations for the roles of each type of contribution and expected roles, used for developing expertise and in training.

*2 A system in which a person’s daily behavior is evaluated by managers as well as peers and subordinates.
Development of the Human Resources System

Basic Policy
With the belief that people grow through their work, we develop employee skills and competencies by effectively combining core training by workplace managers on the job, with supplementary, off-the-job education and training, self-development and transfers as well as job rotations. We also provide opportunities for discussing career plans and the Open Recruitment program so that employees can experience a sense of self-fulfillment and satisfaction through their work.

Education and Training System
Tokyo Gas takes a two-pronged approach to training personnel: developing basic and common skills required of a businessperson and enhancing specialized skills. We strive to develop highly competent employees who can think independently and motivate others to join them while flexibly adjusting to changes in the business environment by expanding, heightening and increasing the skills required for each contribution type. We will strive to boost productivity driven by the development of individuals and the leadership they demonstrate at Tokyo Gas by maximizing every employee’s capabilities and strengths.

Developing Basic and Common Skills Required of a Businessperson
In addition to job transfers and rotations aimed at encouraging professional development, we provide training in basic education, management skills and career planning. Part of the training engages Tokyo Gas Group employees in developing common skills as well as a sense of cohesiveness within the Group.

<table>
<thead>
<tr>
<th>Training Category</th>
<th>Training Focus</th>
</tr>
</thead>
<tbody>
<tr>
<td>Management Skills Development</td>
<td>For managers and recently promoted employees. Develop an awareness of expected roles for each contribution type and level of employment as well as enhancing management skills.</td>
</tr>
<tr>
<td>Next Generation Leadership Development</td>
<td>For managers. Provide training based on collaboration and interaction with other companies to develop leadership with the broad perspective and vision essential for times of change.</td>
</tr>
<tr>
<td>Human Network Development</td>
<td>Active intra-departmental discussion-based programs for management, directors and their subordinates from various divisions to enrich and broaden leadership vision and perspectives as well as network development.</td>
</tr>
<tr>
<td>Global Adaptability Development</td>
<td>Develop internationally competent professionals who can excel in both domestic and foreign markets through global leadership development, enabling participants to experience global business, OFF-JT, including internship programs at overseas companies, and self-development support programs.</td>
</tr>
</tbody>
</table>
Study Abroad Program
We encourage our employees to study at graduate schools and technical schools, both in Japan and overseas, so that they can broaden their views, obtain business-related skills and develop extensive networks toward comprehensively contributing to our business.

Self-Development Support Program
We provide seminars, external training, online training and other types of education to support employee self-development. The programs encompass the purpose for increasing their expertise and other typical content such as skills for developing goals, collaboration skills and task management.

Enhancing Specialized Skills
We implement divisional and cross-divisional training to develop particular specialty skills required at each division.

Development of Human Resources in the Residential Services Sector

Human Resource Development Center
Our human resource development center delivers training to employees of the Tokyo Gas Group and partner companies working in the residential services sector. In fiscal 2017, we offered approximately 160 courses (1,275 sessions in total) taught by nearly 60 instructors, including current and former employees as well as those from Group companies. In collaboration with the related departments, we set up an internal qualification program and provide technical training in areas such as safety inspection, equipment repair, installation of gas appliances and water heaters, and gas installation work in order to guarantee the quality of our residential services sector business. We offer basic knowledge and mindset training to remain the customer’s number one choice. We also offer e-learning courses as a convenient way for participants to renew qualifications.

Training Facilities
Tsurumi Human Resource Development Center
(23 classrooms, 25 workshop rooms, concept house, amenities, etc.)
Human Resource Development in the Pipeline Sector

Our Pipeline Network Division identifies desired skills and implements the related training toward establishing a foundation of essential competencies from a mid- to long-term perspective. In order to maintain and pass on technical skills, we strive to improve specialty skills through OJT based on daily instruction as well as OFF-JT conducted by training centers and other sources.

Skills and Technical Ability Recognition Program

We have introduced a recognition program for supporting every employee in obtaining the required skills and technical ability to take full responsibility for attaining a level of job performance that will satisfy both our customers and society at large. The program is structured in a way that enables personnel to perform their work at a consistent level of skill and technical ability. This fundamental system allows us to continuously fulfill our responsibilities to customers and general public.

Meister Instructor Program

This in-house qualification program supports our human resource development efforts by recognizing highly skilled personnel in order to improve workplace skills and effectively pass on technical abilities to the next generation. It is intended to clearly define the ultimate professional for handling tasks such as emergency safety, maintenance and construction management so that younger employees will strive to raise the level of their technical skills up to that of “Meister” instructors. We also require Meisters to recognize their responsibility to pass on their skills to younger personnel.

Training Centers (Pipeline Training Center, Emergency Management Training Center, Transmission Training Center, Customer-owned Gas Line Maintenance Training Center)

OFF-JT is provided at four centers designed to develop specific tasks in each line of work. We provide staff from our Group and partner companies with regular training in such areas as basic induction skills, work performance improvement and common core skills. We also offer custom training, offsite programs, training tools and video lending, open access to facilities and other channels for various training needs.
All of these training opportunities are administered through our STUDY II system (qualification management system for the Transmission Training Center). Employees of the Tokyo Gas Group and partner companies can use the system to apply for training, and information on the system can be transferred to other systems, which helps employees manage their personal development documentation.

<table>
<thead>
<tr>
<th>Training Facilities</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pipeline Training Center (Tsurumi)</td>
</tr>
<tr>
<td>Emergency Management Training Center (Tsurumi)</td>
</tr>
<tr>
<td>Transmission Training Center (Soka)</td>
</tr>
<tr>
<td>Customer-owned Gas Line Maintenance Training Center (Tsurumi)</td>
</tr>
</tbody>
</table>
The Tokyo Gas Group Mindset Orientation

In April 2018, we hosted the “The Tokyo Gas Group Mindset Orientation,” focused on new employees. The program included lectures on our main policies, customer satisfaction, compliance, human rights, the environment, diversity and CSR to develop a strong group awareness and sense of unity. Mai Minakami, a para swimming athlete who works in our Personnel Department, delivered a welcome speech to new employees describing her views on balancing work and competition as well as challenges for the future.

Transfers and Job Rotations

Assigning the Right Person to the Right Position
We endeavor to place the right person in the right place so that employees will find their work rewarding. Every year, employees have an interview with their supervisors to discuss their career plans. Their self-evaluation along with remarks by the supervisor is registered in the personnel system and incorporated into decisions related to transfers and rotation plans as well as career development.

Open Recruitment Program and Free Agent Program
We establish an Open Recruitment program and Free Agent program to supplement our ongoing personnel transfer program, and we enable employees to apply for the position of their choice.
Management Commitment

The Tokyo Gas Group actively supports diversity to promote the advancement of people with various talents as essential for our future growth and development.

As competition between energy companies continues to intensify, the Tokyo Gas Group strives to maintain its position as the customer’s choice and to achieve sustainable growth and development far into the future.
One key priority for the Group as a whole is to promote diversity. For us to continue to meet diversifying customer needs, every Group employee must have the chance to excel and fully apply their knowledge, ability and experience and to work effectively in teams.
We are committed as a corporate group to developing and expanding systems to achieve this goal and foster employee awareness while continuing to proactively create an organizational culture in which all excel, regardless of gender, age, disability, nationality or sexual orientation, and whether they were hired straight out of university or mid-career.

April 2018
Takashi Uchida
Representative Director, President and CEO
Tokyo Gas Co., Ltd.

Basic Policy

The Tokyo Gas Group promotes workplace diversity as a corporate enterprise that offers every employee the opportunity to excel by applying their full knowledge, abilities, and experience.
(1) We structure our corporate organization to encourage mutual respect for diverse work styles while enhancing productivity.
(2) We proactively support the success of women as the foundation for promoting diversity across the organization.
(3) We deeply integrate the promotion of diversity into all our business operations through our Group Diversity Promotion Team.

Framework for Promoting Diversity

The Tokyo Gas Group has set up a Group Diversity Promotion Team in the Personnel Department to work closely with management in effectively implementing a variety of initiatives and meeting the objectives of promoting women’s careers, increasing employment of persons with disabilities, and Grand Career Support*.

*Development of career opportunities for employees in their 50s or older.
Tokyo Gas Group Diversity Promotion Program

Active Training and Elevation of Women

Tokyo Gas has been actively promoting the career development of women. In addition to enriching our programs to support a balance between childcare and work, we are strengthening employee awareness and evolving our corporate culture by hosting seminars on women’s career development. The ratio of women in management positions has increased by 3.5% in 9 years, from 4.1% in 2009 to 7.6% in 2018. Appointments to the general manager and manager level in particular have dramatically increased from 4 to 19, while the first women was promoted to managing executive officer in April 2018. Our goal is to raise our female management ratio to 10.0% by 2020.

Action Plan for Promoting Women’s Careers (Tokyo Gas Co., Ltd.)

Ratio of Women in Management\(^1,2\)

The ratio of female management is steadily rising as a result of strategic measures.
*1 Number of Tokyo Gas employees (registered personnel) are as of April 1 of each fiscal year.

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

Average Age by Gender*3
No significant difference in average age between male and female employees.

Average Length of Employment by Gender*4
No significant difference in length of employment between male and female employees.

Percentage Returning to Work from Parental Leave*5, 6
Most of our employees return to work after taking a maternity leave.

*3 Tokyo Gas employees, as of end of March of each fiscal year.

*4 Tokyo Gas employees (registered personnel) as of end of March of each fiscal year.

*5 Tokyo Gas employees (registered personnel) as of end of March of each fiscal year.

*6 Percentage of those returning to work after maternity leave in each fiscal year.
Focused on early career development, we provide female employees in their 20s with opportunities to proactively develop their careers.

Efforts for Promoting Female Advancement (Based on The Act of Women’s Participation and Advancement in the Workplace)

As part of our active efforts to recruit and retain female employees, we are building employee awareness and evolving our corporate culture through seminars we host for both female employees and their managers.

Seminars and Lectures in FY2017*8

<table>
<thead>
<tr>
<th>Date</th>
<th>Theme</th>
<th>Number of attendees</th>
</tr>
</thead>
<tbody>
<tr>
<td>May 2017</td>
<td>Seminar for managers with subordinates who have small children</td>
<td>38</td>
</tr>
<tr>
<td>November 2017</td>
<td>Lecture on promoting the active participation of diverse human resources</td>
<td>350</td>
</tr>
<tr>
<td>January 2018</td>
<td>Seminar on women’s career development</td>
<td>34</td>
</tr>
<tr>
<td>March 2018</td>
<td>Seminar for employees returning to work after childcare leave</td>
<td>27</td>
</tr>
</tbody>
</table>

*8 Data represents the Tokyo Gas Group employees.

Training for Female Employees

Women’s Career Development Seminar

Focused on early career development, we provide female employees in their 20s with opportunities to proactively develop their careers.
Women’s Seminar for Returning to Work after Childcare Leave

Prior to returning from childcare leave, female employees are offered opportunities to easily transition back to work and balance work and childcare by envisioning how they can practically manage their working style and work in cooperation and collaboration with their managers and peers.

Seminar on returning to work after maternity leave

Seminar on Career Development for Parents of Small Children

We provide opportunities for considering long-term career development to those who have spent a given period of time balancing work and childcare.

Male employees also attend the seminar for managing their careers while raising children.

Awareness-Building and Corporate Culture Development for Managers

Seminars for Supervisors with Subordinates Who Are Raising Children

For supervisors who have subordinates that are raising children, we offer seminars on management methods to help them understand and encourage support for balancing work and childcare.

Seminar for supervisors

Manager Training

New supervisors learn about performance evaluation, staff development skills, and diversity management. Diversity management includes practical training on the needs for promoting the advancement of diverse talent including women, understanding childcare and nursing care programs, how to communicate with diverse staff through case studies and role playing.

Practical management training
Lecture on Promoting the Advancement of Diverse Talent

General managers and managers learn from external lecturers how to create a workplace in which every individual can perform at their highest level. In 2017, we invited Yoshie Komuro, CEO of Work and Life Balance Inc.

Panel Discussion on Promoting Women’s Careers

In October 2016, our managers held a panel discussion on expanding the range of occupations for women and raising management awareness on the topic of “Further advancing the careers of female employees.” About 300 people attended, and the female employees showed a particularly strong interest.

Topic

Female Advancement in the Pipeline Department

Since fiscal 2010, we have regularly appointed female employees to positions historically assigned to males, such as field work. As the career scope of our female employees expands, their work styles will diversify. Since fiscal 2015, we have held gatherings for female employees in the field works department so they can exchange ideas and concerns on career development involving times of maternity and raising children. From these gatherings we incorporated their opinions into changes such as creating a uniform for female staff and lighter tools and expanding female locker rooms, and generally worked to reinforce a female employee-friendly environment.

External Evaluation

We are being recognized through Kurumin certification by the Minister of Health, Labor and Welfare as a company that actively supports childcare based on the Act on Advancement of Measures to Support Raising Next-Generation Children. We were also designated as a Nadeshiko Brand in fiscal 2017 for the second consecutive year by the Ministry of Economy, Trade and Industry and the Tokyo Stock Exchange.
In April 2016, we established a Grand Career Support Program, replacing our previous programs, which had primarily focused on enriching the life of employees in retirement. The new program provides comprehensive support for employee career development assuming that they will work until age 65. Also, it is intended to improve the motivation and performance of our employees over 50 years old by clarifying the work they can contribute through interviews with training and career consultants in the Personnel Department.

State of Reemployment after Mandatory Retirement

<table>
<thead>
<tr>
<th>Unit</th>
<th>2015</th>
<th>2016</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total number of retired employees *1</td>
<td>Person</td>
<td>319</td>
<td>348</td>
</tr>
<tr>
<td>Tokyo Gas *3</td>
<td>Person (%)</td>
<td>241 (75.5)</td>
<td>251 (72.1)</td>
</tr>
<tr>
<td>Subsidiaries, etc.</td>
<td>Person (%)</td>
<td>26 (8.2)</td>
<td>42 (12.1)</td>
</tr>
</tbody>
</table>

*1 Number of employees of mandatory retirement at age 60
*2 Number of rehired employees after mandatory retirement
*3 Data for Tokyo Gas, Co., Ltd.

Employment of Persons with Disabilities

At Tokyo Gas, persons with disabilities perform all kinds of work alongside other employees. The ratio of employed persons with disabilities as of June 2018 was 2.35%, well above the statutory rate. The Liaison Committee to Promote Employment of Disabled People was launched in April 2016 to foster understanding, further expand employment and create more opportunities for persons with disabilities to succeed professionally at Tokyo Gas. It also strives to develop safer, more accessible working conditions.

Prohibiting LGBT Discrimination

Our Code of Conduct, which defines the required values and standards of behavior for everyone at the Tokyo Gas Group, explicitly prohibits discrimination and harassment on the grounds of sexual orientation or gender identity. In the Management Commitment, It is clearly stated that in order to be a corporate group, we must proactively create an organizational culture for everyone and excel, regardless of sexual orientation. In addition, our consultation desks satisfy the adoption of "employment management measures concerning problems caused by sexual harassment in the workplace" specified in Article 11 of the Act on Securing, etc. of Equal Opportunity and Treatment between Men and Women in Employment. We provide training in LGBT issues, which is incorporated, for example, training for human rights promotion leaders. Additionally, we organize related talks by outside speakers for middle-level managers and human resource managers.
Multipurpose, accessible bathrooms are available and equipped to accommodate people using wheelchairs as well as ostomates* in addition to fitting boards for changing clothes at three locations in the Tokyo Gas head office building. Groupwide, nine accessible bathrooms are provided in seven buildings.

*An ostomate is a person who has undergone surgery to create an artificial opening in the body (a “stoma”) to discharge waste due to damage to the digestive tract or urinary tract caused by illness or accident.

Supportive Environment for Balancing Work and Childcare or Nursing Care

As a major pillars of our personnel policy, we are strengthening our organization by drawing out the skills of every employee so they can achieve their full potential. We practice a style of management that cultivates and maximizes the diverse characteristics and abilities of employees and creates a workplace environment that is comfortable at different life stages, so that everyone can meet the expectations for their respective roles and make the most of their abilities.

In April 2014, we extended the period of eligibility to work shorter hours to care for small children from the end of third grade to the end of sixth grade. Provision was further enhanced in April 2017 employees were permitted to flexibly change the date on which they intended to return to work from parental leave if they were unable to obtain a nursery place for their child. As for nursing care, a three-year period for a leave or for nursing care work has become available to all employees. The parental leave, nursing care leave, and shortened working hour schemes are longer than those required by law. We also offer systems that allow employees to take leaves of absence for fertility treatment, to attend events at their children's and grandchildren's schools, and to provide nursing care for family members, and these systems are widely used by employees.

We have introduced other arrangements to further increase the options for employee work styles, including leaves to allow employees to accompany spouses working overseas.

<table>
<thead>
<tr>
<th>Program</th>
<th>Content</th>
<th>Item</th>
<th>2015</th>
<th>2016</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Parental leave</td>
<td>Until the end of April immediately following the child’s 3rd birthday</td>
<td>Number of users</td>
<td>2</td>
<td>83</td>
<td>2</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Rate of return to work (%)</td>
<td>100</td>
<td>100</td>
<td>100</td>
</tr>
<tr>
<td><strong>Support for Work-Parenting Balance</strong></td>
<td><strong>Pregnancy</strong></td>
<td><strong>Birth</strong></td>
<td><strong>Age 1</strong></td>
<td><strong>2</strong></td>
<td><strong>3</strong></td>
</tr>
<tr>
<td>--------------------------------------</td>
<td>--------------</td>
<td>-----------</td>
<td>-----------</td>
<td>------</td>
<td>------</td>
</tr>
<tr>
<td><strong>Working hours</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Leave</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Sabbatical system</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
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<td></td>
</tr>
</tbody>
</table>

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

*2 Percentage of employees taking parental leave each fiscal year who returned to work at the company.

### Work Style Reform

Management tenaciously focuses on the value of “time” long working hours the value of “time” to rectify and reduce long working hours so that every employee can work with enthusiasm while maximizing their potential.
In addition to establishing diverse working styles, we review work processes and methods while also taking action to boost organizational productivity.

**Work Style Reform Action Plan**

In fiscal 2018, we established and started implementing our “Work Style Reform Action Plan,” as required by Keidanren for member companies. The plan defines goals for three focus areas: rectifying long working hours, encouraging employees to take annual leave, and promoting flexible work styles. We also set numerical targets to ensure successful implementation.

<table>
<thead>
<tr>
<th>Work Style Action Plan</th>
<th>KPIs (Numerical Targets)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Theme 1: Rectifying long working hours</td>
<td>By fiscal 2020, reduce cases of over 80 hours of extra non-legal working hours per month to zero (0), and in fiscal 2017 cut cases of 60–80 hours/month by half</td>
</tr>
<tr>
<td>Theme 2: Encouraging employees to take annual leave</td>
<td>Reduce the number of employees who have taken fewer than 5 annual paid vacations during fiscal 2018 to zero (0)</td>
</tr>
<tr>
<td>Theme 3: Promoting flexible work styles</td>
<td>Create an environment that allows for teleworking for all employees by 2020</td>
</tr>
</tbody>
</table>

**Generally Prohibiting Overtime Work after 20:00**

In principle, we prohibit overtime work after 20:00 so as to help our employees maintain their health, promote diversity in our human resources, and secure the work-life balance.

**Work-at-home Program**

The work-at-home program was tested in fiscal 2016 and fully introduced in some workplaces in fiscal 2017. Digitizing documents and the use of information and mobile devices to boost productivity have made it possible for employees to work from home. Over 350 employees have already applied for these arrangements, and we expect the number to rise as we increase the applicable workplaces and further update the ICT environment.

**Mobile Working**

Arrangements have been made to allow employees to work away from the office using mobile devices to more effectively use time spent commuting or in transit for greater efficiency.

**Flex-time System**

Employees can flexibly alter their reporting and leaving time between 7:00 and 22:00 through consultation with their superiors as long as they include the required core time (mandatory working hours) of 10:00 to 15:00. This system applies to about 90% of our employees, excluding shift workers.

**Leave-on-Time Day**

We designate a monthly “Leave-on-Time Day” as an opportunity to reflect on working productively by maximizing results within a given period.

**Premium Friday**

In an effort to review work processes and methods while also boosting productivity, employees have been encouraged since February 2017 to take a half day off or use flex-time to finish work early on the last Friday of each month as long as this does not disrupt work.

**Morning-oriented Work to Make Use of Summer Evenings**

In July and August only, employees are encouraged to start and finish work around 30–60 minutes
To promote a work style that focuses on the value of time, we ask employees to decide and declare the time they plan to leave the office each day. A motivational poster is displayed at each workplace to establish a working environment that makes it easier to leave the office.

**Encouraging Employees to Take Leaves in the Summer**

The period from July to September has been designated the “period for summer leaves” with the goal of encouraging all employees to take at least seven days of paid leave during this time.

**Declaration of Time to Leave Office**

To promote a work style that focuses on the value of time, we ask employees to decide and declare the time they plan to leave the office each day. A motivational poster is displayed at each workplace to establish a working environment that makes it easier to leave the office.

**Robotic Process Automation (RPA)**

The RPA Office promotes operational optimization by actively utilizing RPA, which automates business operations through software. As of April 2018, eight departments have adopted the program, and others plan to do so as well.

**“Waku Waku Work” Work Style Innovation**

We have defined positive, exciting styles of work that generate value and raise productivity as Waku Waku Work, which is work that is value creating, varied and fun. Using ICT and other resources, we have been working on the following three forms of Waku Waku Work categorized according to objective. Under the leadership of promotion managers at each department and headquarters, each workplace has been exploring and implementing exciting work styles.
Challenges to Overcome toward Achieving Goals

Redistribution of working hours
- Improvement of speed and responsiveness to change
- Overcoming of individual's time constraints (including childcare, nursing care, and disability)

Enhancements for individuals
- Fulfillment and job satisfaction
- Life enhancement
- Growth and skill improvement

Improvement of organizational capabilities
- Knowledge creation
- Change in thinking (culture of challenge, cost awareness)
- Utilization of organizational knowledge, Diversity
- Stimulation of communication

Omakase ("Hands-Off") Work
- Increase in value per hour invested
- Reduction of hours expended through streamlining

Dokodemo ("Anywhere") Work
- Time invested
- Shift to time invested

Wai Wai ("Lively") Work
- Knowledge of end users

"Three Works" as Measures for Work Innovation

Means of Operational Reform
*Working hours = hours invested + hours expended
Hours invested: time used to generate value (thinking, communicating, etc.)
Hours expended: time consumed without generating value (administrative tasks, searches, transit time, etc.)

Dokodemo ("Anywhere") Work
Use of PCs and other devices and digitization of documents to eliminate workplace constraints and allow people to work anywhere.
Underway: mobile working, homeworking, electronic payment
Under consideration: use of wearable technology, etc. in e-payment and gas appliance maintenance work

Wai Wai ("Lively") Work
Improvement of offices to stimulate communication and create workplaces that encourage lively discussion and innovation.
Underway: business card management tools, web conferencing, internal SNS, office reform, space utilization, etc.

Omakase ("Hands-Off") Work
Use of state-of-the-art technology to raise workplace productivity by automating some work and tasks that used to be difficult for people to perform.
Under consideration: adoption of AI in call centers, use of drones and 3D printers, etc.

Shared Group ICT platform
Mobile devices, smartphones, mobile apps, groupware, networks, cloud

*"Three Works" as Measures for Work Innovation
Basic Principle of Occupational Safety and Health Activities

Basic Policy

Occupational safety and health, which protects workers’ lives and wellbeing, is the foundation of a company’s existence and a fundamental corporate social responsibility. Tokyo Gas Group believes that the values of Safety, Security, and Reliability that we advocate for our customers as our corporate brand can only be accepted when we consistently secure our own occupational safety and health. We consider occupational safety and health to be one of the most important challenges of corporate management. Our Group places the highest priority on ensuring safety and health, and enforces compliance, including adherence to all related laws and regulations, and making every effort to eliminate the risk of disasters and accidents toward securing an excellent safety and health record.

To put its Basic Policy into practice, the Tokyo Gas Group takes concerted action to promote safety and health in line with objectives established by workplace leaders in each organization based on the following Group-wide Occupational Safety and Health Policy.

Fiscal 2018 Group-wide Occupational Safety and Health Policy

All employees, from top management down, will actively promote safety and health activities to safeguard the safety and health of each individual.

1. With full awareness of its public mission and social responsibilities, the Group will strictly enforce internal rules on safety and health, work procedures, etc., as well as legislation, such as the Industrial Safety and Health Act and Road Traffic Act. Particularly in 2018, we will fully comply with the “13th (2018–2022) Occupational Health and Safety Program” set by the Ministry of Health, Labor and Welfare as well as the Industrial Safety and Health Law amendments.

2. The Group will further enhance its occupational safety and health management system (OSHMS) in tandem with the permeation of chemical risk assessments. Furthermore, we will strive to reduce the risk of accidents by intensifying our efforts to eliminate human error. We will also strive to eliminate all serious accidents in the workplace by ensuring “point and check” procedures and strengthening safety awareness.

3. To reinforce the Tokyo Gas brand’s corporate brand Safety, Security, and Reliability, workplace leaders will take the initiative to prevent traffic accidents. Particular attention will be paid to reducing accidents caused by younger and senior employees, parking area accidents, and accidents caused by carelessness toward a 20% reduction year-on-year in the number of traffic accidents associated with negligence as well as accidents causing injury to others.

4. Action will be taken to ensure that all employees receive health examinations and to implement a stress check program throughout the organization. The Group will use the results to enhance measures to prevent employee mental and physical illness and maintain and improve their health. The Group will particularly follow up on guidelines for preventing passive smoking while reviewing and implementing measures to discourage smoking altogether.
5. Our firm commitment to safety and health activities is intended to support Tokyo Gas Group member companies in more efficiently and completely conducting their own proactive health and safety initiatives.

### Structure for Promoting Occupational Safety and Health

#### Promotion Structure

The Tokyo Gas Group has established a Central Safety and Health Committee, which is chaired by the executive officer responsible for the Personnel Department. The committee formulates policy on safety and health activities and reviews and promotes the implementation of measures to prevent accidents and disasters as well as to improve mental and physical health across the Group. It also determines the Group’s safety and health promotion awards. If necessary, the committee reports on issues under consideration to the Corporate Executive Meeting and the Board of Directors for final discussion and decision-making.

#### Safety and Health Management Structure

**Central Health and Safety Committee**
- Chair: Executive Officer (Personnel Dept.)
- Deputy: General Manager, Personnel Dept.
- Members: Divisional Heads
- Secretariat: Personnel Dept.

**Divisional Health and Safety Committee** (five divisions)

**Regional Office Safety and Health Committee**
- General Safety and Health Administrator
- Safety Administrator
- Safety and Health Promoter/Health Promotor
- Industrial Physician
- Health Administrator
- Safety Driving Manager
- Assistant Safety Driving Manager

#### Industrial Accident Prevention

**Industrial Accident Prevention**

Tokyo Gas has in place a company-wide occupational safety and health management system to prevent industrial accidents. This includes further reinforcement of the occupational safety and health activities undertaken by each workplace on a daily basis. Under the Central Safety and Health Committee, each workplace proactively implements applicable measures. And we plan to enhance our OSHMS by implementing all industrial safety and health activities using PDCA cycles as well as by complying with related regulations, such as the Industrial Safety and Health Law, through periodic reviews and validation of our occupational safety and health management system.
Risk Assessment

Risk assessments enable us to quantify potential accident risks and then take action to reduce or eliminate them. Since 2016, we have been complying with mandatory chemical risk assessment to raise awareness of these risks.

Preventing Traffic Accidents

To prevent traffic accidents, the Company provides driver training programs that utilize outside facilities for new drivers, drivers with a history of accidents, and middle-aged and senior drivers who have been licensed under our own in-house system. When employees renew their licenses (in principle every five years), they receive behind-the-wheel instruction from outside driving instructors using drive recorders. Participants are able to correct unsafe driving habits and adopt safe ones by improving their driving skills and becoming aware of their own driving behaviors. With a top priority on safety, various training programs and other opportunities raise driver awareness of the importance of “stop and look,” resulting in fewer traffic accidents. Moreover, we strive to prevent accidents by incorporating “Safety Support Car” systems, which we have been promoting since fiscal 2017, in all vehicles.

We also assign specially trained safe-driving instructors to each workplace in order to provide instruction through both behind-the-wheel and classroom sessions. In addition to these initiatives, we periodically publish a safety management guidebook, provide information to safe driving managers and utilize opportunities presented by the government’s spring and autumn nationwide traffic safety campaigns in order to provide detailed traffic safety information to every workplace.
Training Implementation

We are implementing multi-level educational programs on occupational safety and health as well as safety awareness. In addition, we provide educational programs for the development of legal managers.

Implementation of Safety and Health Educational Programs (FY2017)

<table>
<thead>
<tr>
<th>Details</th>
<th>Period</th>
<th>Number of participants</th>
</tr>
</thead>
<tbody>
<tr>
<td>Level-specific training on safety and health and on safety planning</td>
<td>April</td>
<td>252</td>
</tr>
<tr>
<td>Safety and health training for new managers</td>
<td>April, May (7 times)</td>
<td>243</td>
</tr>
<tr>
<td>Lectures on occupational safety and health (Tokyo Gas Group)</td>
<td>September</td>
<td>476</td>
</tr>
<tr>
<td>Foreman training (legally mandated)</td>
<td>April–February (6 times)</td>
<td>151</td>
</tr>
<tr>
<td>Training for safety administrators at the time of appointment</td>
<td>April</td>
<td>36</td>
</tr>
<tr>
<td>(legally mandated)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hygiene supervisor training</td>
<td>May</td>
<td>74</td>
</tr>
<tr>
<td>Traffic safety and driving training (new drivers, people involved in</td>
<td>April–March</td>
<td>789</td>
</tr>
<tr>
<td>accidents, etc.)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Safe driving with attendant instructors utilizing drive recorders</td>
<td>May–March</td>
<td>798</td>
</tr>
</tbody>
</table>

Work-related Accidents, Traffic Accidents, Rate of Lost Work Time Due to Accidents and Severity Rates*1

<table>
<thead>
<tr>
<th>Unit</th>
<th>2015</th>
<th>2016</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Work-related injuries*2</td>
<td>Cases</td>
<td>28</td>
<td>23</td>
</tr>
<tr>
<td>Traffic accidents</td>
<td></td>
<td>110</td>
<td>141</td>
</tr>
<tr>
<td>Rate of lost work-time injuries*3, 5</td>
<td></td>
<td>0.49</td>
<td>0.41</td>
</tr>
<tr>
<td>Severity rate*4, 5</td>
<td></td>
<td>0.007</td>
<td>0.003</td>
</tr>
</tbody>
</table>

*1 Data is for regular and semi-regular employees of Tokyo Gas.
*2 Includes accidents that do not result in lost worktime.
*3 Rate of people taking work leave per 1 million actual work hours.
*4 Number of workdays lost as a result of accidents/injuries per 1,000 actual working hours.
*5 Includes injuries due to traffic accidents caused by others.

Rate of Lost Work Time due to Accident Trend*6

*6 Lost work time rate: rate of employees taking work leave due to accidents per 1 million actual work hours.
Maintaining and Improving Health

Occupational Health Activities
Tokyo Gas created a Health Insurance & Employees’ Welfare Section within the Personnel Department. A number of occupational health activities are conducted under the leadership of our occupational physician. Moreover, we are committed to providing checkups for 100% of our employees as a fundamental means for raising their awareness of their own health. Also, we support the early detection of diseases, the effective use of outside medical institutions, and follow ups for employees who require further attention.

Close collaboration with workplaces and individuals facilitates the provision of counseling for mental health, improving workplace environments and preventing the recurrence of illness, with the overall objective of maintaining and improving employee well-being. Additionally, health-related information is shared across the Group companies.

Approach to Mental Health
We are strengthening our efforts to manage mental health issues, since about 60% of all sick leaves taken are due to mental health concerns.

1. Stress checks
   - Ongoing mandatory stress checks required by Industrial Safety and Health Law
   - Effort for promoting voluntary workplace assessments (group analysis) conducted by workplace managers and applying results to actual improvements

2. Business line assistance
   - Utilizing manager training and other opportunities to provide education on improving workplace environments and effectively engaging managers

3. Individual support
   - Individual support through a stress-check program and support for employees returning to the workplace after an absence
   - Our consultation programs include our resident occupational physicians and nurses as well as telephone consultations and counseling by external institutions

Preventing Lifestyle-related Diseases
We are developing and implementing the following activities to prevent lifestyle-related diseases.

1. Promoting good exercise habits
2. Preventing passive smoking
3. Smoking cessation programs

Health Support for Expatriates Overseas
Health management support is offered to the growing number of expatriates in the wake of the globalization of our business.

1. Full implementation of statutory health checkups before and after posting
2. Recommendation of vaccinations against infectious diseases according to location of posting
3. Health counseling for employees and their families
**Infection Control Measures**

To minimize the threat of infectious diseases, we established a countermeasure office and are implementing preventive initiatives.

(1) Countermeasure for new influenza strains
- Informing applicable employees as necessary for pursuing their work as well as providing mask training through our websites
- Maintaining adequate stock of sanitation materials for preventing the spread of infectious diseases (masks, etc.), food and others
- Providing the latest information through the intranet and other tools

(2) Countermeasures for other infectious diseases (seasonal influenza, norovirus, rubella, etc.)
- Posting the latest information on Intranet and other tools as well through the Safety and Health Committee and lectures

**Training Implementation**

We provide lectures on health management and encourage employees to attend them.

**Safety and Health Education Programs Implemented in Fiscal 2017**

<table>
<thead>
<tr>
<th>Activity</th>
<th>Period</th>
<th>Participants</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lectures on Managing Health</td>
<td>April–March (67 sessions)</td>
<td>2,731</td>
</tr>
</tbody>
</table>

**External Recognition**

We are accredited as a 2018 Health Management Superior Corporate (large enterprise division) —White 500—as determined by the Ministry of Economy, Trade and Industry in collaboration with the Japan Health Conference.

The healthcare management superior corporate accreditation system is designed to recognize large, mid-size and small corporations with exceptional healthcare management, in accordance with the regional health issues and the health promotion initiatives promoted by the Japan Health Conference. Our recognized efforts include attainment of 100% participation in regular health checkups for employees, the promotion of measures to prevent passive smoking, lifestyle-related diseases and mental health issues.