




Management Approach and Performance of Materiality Items in FY2023.3

Materiality	Management approach					Specific actions taken regarding materiality (FY2023.3)	
	Why the topic is material	Boundary	Management systems and performance				
			Indicator	Commitment	Responsibilities		Performance (FY2023.3)
Maintain and expand customer base	The Daigas Group's business began more than a hundred years ago with gas lamps. Since then, the Group has continued to meet the various needs of its customers by developing uses for gas in cooking, water/space, heating, power generation, and more. We also use our strong relationship with customers as a basis for expanding into new territories such as industrial gas, real estate, information communication, new materials, and home services. The Group considers its meaning for society to be in striving to improve the livelihoods and businesses of its numerous customers, based on its aim to become a corporate group that helps customers both on the livelihood and business fronts for their "further evolution".	Within and beyond the Group	Maintenance and expansion of customer base (Number of customer accounts) GRI Standards: Not applicable	We are committed to achieving our vision by engaging in business activities in accordance with the Daigas Group Corporate Principles. <International and domestic standards> <ul style="list-style-type: none"> Gas Business Act Civil Code Basic Act on Consumer Policies Act on the Protection of Personal Information <In-house policy and standards> <ul style="list-style-type: none"> Daigas Group Corporate Principles Security Operation Rules Customer Service Rules 	In addition to the organizations responsible for "Customer Health and Safety" and "Improving Customer Satisfaction and Service Quality," the organizations in charge of customers are responsible for implementing the initiatives.	The number of customer accounts means the number of gas and electricity supply contracts, safety, warranty and other service contracts, etc. In FY2023.3, as a result of developing new services and taking other measures, the number of customer accounts reached 10.03 million, topping the 10 million target for 2030 set in the Long-Term Management Vision.	In FY2023.3, we launched a new electricity rate and service "Support Plans" and expanded services offered by our life service platform "Sumai LINK," thereby working to roll out optimal services and solutions for each customer.
Improvement of customer satisfaction and quality of services	We believe it is important to strive to improve our security and service quality as well as appropriately provide customers with information regarding the safety aspects of our products and services so that they can use them in a safer and more convenient manner.	Within and beyond the Group	Customer relationship management initiatives (Customer satisfaction) GRI Standards: Not applicable (General disclosure item: 102-43)	The Daigas Group is committed to improving the quality of security and service in each customer contact operation by adhering to our "Customer Security Operation Rules" and "Product Safety Voluntary Action Plan" in accordance with the Product Liability Act and the Gas Business Law. <International and domestic standards> <ul style="list-style-type: none"> Gas Business Act Product Liability Act <In-house policy and standards> <ul style="list-style-type: none"> Product Safety Voluntary Action Plan for Residential Gas Appliances Security Operation Rules Customer Service Rules 	In addition to the organization responsible for "Customer Health and Safety," the General Manager of the Energy Solution Business Unit plans the basic policy for customer satisfaction improvement activities in accordance with the "Customer Service Rules," and the head of each organization in charge formulates and implements specific measures.	Since FY1989.3, Osaka Gas has conducted Customer Satisfaction Survey to improve customer satisfaction. The survey covers five areas of operation that have direct interaction with customers (opening gas valves, appliance repairs, appliance sales with installation, periodic safety inspections [gas facility surveys], and telephone support [customer center]). After each interaction, customers evaluate their levels of satisfaction in the survey, and the results are aggregated. Overall satisfaction represents the percentage of evaluations in the highest two ranks of a six-rank scale regarding customer satisfaction levels. We received 33,400 survey responses in FY2023.3, and the overall satisfaction level for the five areas of operation stood at 90%. This was lower than the result for the previous fiscal year, which was 92%. We consider that the prolonged delay in the delivery of some products to customers, mainly due to the spread of COVID-19 and the global supply shortage of electronic components, affected the satisfaction level.	To achieve higher service standards, we have created a shared manual for each area of operation. We also raise awareness through training for managers and employees in charge. In addition to improving the supply, we strived to improve the touch point operation based on customer opinions. We will make improvements to collect feedback from a wider range of customers and increase response rates. Based on customer feedback, we will continue to offer services from the customer's perspective.
Customer health and safety	The Daigas Group announced the Long-Term Management Vision 2030 in March 2017 and the Medium-Term Management Plan 2023 in March 2021. Ensuring the safety of city gas as well as gas and power generation facilities is of the utmost priority for the Daigas Group, which maintains a target of zero serious accidents, and aims to enhance the resilience of customers and society. To that end, we consider it important to work towards enhancing safety and improving preparedness for accidents and disasters.	Within the Group	Maintenance of safety and quality levels (Number of serious accidents) GRI Standards: 416-1	The Daigas Group is committed to ensuring the quality of city gas, our primary product, its stable supply, and the safety of our gas and power generation facilities all by adhering to our "Security Rules" in accordance with the Gas Business Law. <International and domestic standards> <ul style="list-style-type: none"> Gas Business Act Electric Power Business Act <In-house policy and standards> <ul style="list-style-type: none"> Daigas Group Code of Business Conduct Security Rules 	From FY2023.3, based on legal separation, we established the "Safety and Disaster Prevention Committee" as a company-wide committee to centrally manage and promote measures for events related to safety, disaster prevention, and gas supply stability, with the aim of building a system that exercises governance across the company during normal times. 	We achieved continued zero serious accidents for FY2023.3 by carrying out quality control of city gas in gas production facilities and safety inspection of gas pipelines and supply facilities in the gas supply business. The procedures were conducted based on guidelines in accordance with laws and regulations as well as in-house rules. Although it did not lead to a serious accident, a fire broke out in a fuel storage silo at Sodegaura Biomass Power Plant, which an affiliate of Osaka Gas had built and was in the process of commissioning. The fire neither caused any injuries nor affected the gas supply.	To ensure that our customers can use gas with peace of mind, the Daigas Group strives to ensure the quality and stable supply of the city gas that it delivers and the safety of its production and supply facilities. Ensuring quality and safety of city gas At LNG terminals, the quality of city gas is checked on a daily basis to ensure that it meets the standards, etc. set by Osaka Gas in accordance with laws and regulations, and the amount of gas held in gas holders and the gas supply pressure are centrally controlled in real time. Inspection of gas pipes, etc. To ensure the safety of pipes, pressure regulators, and other supply facilities, we conduct inspections at the frequency and in accordance with the details specified in the "Security Rules." Drills for accident prevention and workplace safety We conduct various drills, safety activities, and education to improve disaster and accident response capabilities.

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Stable supply of services	For the Daigas Group, which aims to enhance the resilience of customers and society, we believe that it is important to systematically upgrade our processing facilities, build gas pipeline networks, and take disaster prevention measures in accordance with meticulously devised plans to ensure a stable city gas supply, thereby strengthening our ability to secure greater stability in the gas supply.	Within the Group	Improvement in resilience of energy supply (Building resilient facilities) GRI Standards: Not applicable	The Daigas Group is committed to ensuring the stable supply of city gas and the safety of its gas facilities by adhering to the Group's "Security Rules" in accordance with the Gas Business Law. <International and domestic standards> <ul style="list-style-type: none"> Gas Business Act Basic Act on Disaster Management <In-house policy and standards> <ul style="list-style-type: none"> Daigas Group Code of Business Conduct Security Rules Anti-Disaster Measures Plan 	We have the same security promotion system as that for "Customer Health and Safety."	We are striving, in accordance with the Ministry of Economy, Trade and Industry's "Gas Safety Upgrading Plan," to increase the percentage of earthquake-resistant pipes to the total, and to partition supply blocks so that gas shutoffs resulting from emergency procedures (intended to avert subsequent disasters) are minimized. We believe that energy resilience can be improved by taking both measures: increasing earthquake resistance as a preventive measure against earthquakes and minimizing damage and achieving early restoration in the event of an earthquake. The percentage of earthquake-resistant pipes in FY2023.3 is approximately 89%, and as a result of supply blocks being subdivided, there are now 713 supply blocks.	Osaka Gas Network Co., Ltd. is working to improve the earthquake resistance of gas facilities as a preventive measure (promotion of the spread of earthquake-resistant facilities), including the introduction of highly earthquake-resistant gas pipes. We are refurbishing aged gas pipes and introducing pipes with superior resistance to earthquakes and corrosion according to the plan. We are actively proposing the repair of old buried gas pipes at customers' sites that pose a risk of corrosion. We completed measures for cast iron pipes (pipes requiring measures) ahead of schedule from FY2021.3 to FY2016.3. We continue to implement measures for cast iron pipes (to be maintained and managed) and pipes for preventing corrosion and deterioration. As part of emergency measures to prevent secondary disasters, we have established a gas shutoff system to prevent secondary disasters caused by gas leakage in the event of an earthquake or other disaster.
Climate change	Tackling climate change is seen as one of the Sustainable Development Goals (SDGs) adopted by the United Nations. For the Daigas Group, climate change represents an important management challenge, and initiatives to reduce CO2 emissions are a crucial mission.	Within and beyond the Group	<ul style="list-style-type: none"> Achievement of carbon neutrality (Group's CO2 emissions) Provision of clean energy and expansion of renewable energy value chain (Percentage of renewable energy power sources, contribution to the spread of renewable energy) Advanced use of natural gas and spread of ecological products (Contribution to reduction in CO2 emissions) GRI Standards: 302-1, 305-5	The Daigas Group is committed to achieve a low-carbon/carbon-neutral society under the Daigas Group Carbon Neutral Vision, which was formulated and announced in January 2021 and expresses the Group's determination to take on the challenge of achieving carbon neutrality by 2050. <International and domestic standards> <ul style="list-style-type: none"> ISO14001 GHG Protocol Act on the Rational Use of Energy Act on Promotion of Global Warming Countermeasures <In-house policy and standards> <ul style="list-style-type: none"> Daigas Group Code of Business Conduct Daigas Group Environmental Policy Rules for Environment Management Systems 	The Daigas Group uses indicators and targets to help reduce GHG emissions and expand the use of renewable energy in each business domain. The performances as well as actions for such indicators and targets are supervised by the Environment Subcommittee, ESG Committee, and ESG Council (Management Meeting). The PDCA (plan-do-check-act) cycle is used to manage such actions. 	In ET2030, we declared CO2 emissions reduction targets for FY2031.3 for the Daigas Group. To achieve these targets, we will promote initiatives aimed at net zero emissions from fleets, etc. In FY2023.3, we promoted the more widespread use of renewable energy sources with various initiatives such as the joint development of solar power projects in Japan and overseas and the launch of commercial operation of new wind farms in Japan. In doing so, we have steadily increased our renewables development contribution toward our FY2024.3 target of 2.50 GW. We have taken several initiatives, which included cryogenic power generation at our LNG terminals, the introduction of renewable energy sources in Japan and high-efficiency thermal power generation both in Japan and overseas, the introduction of fuel cells and gas-powered air conditioning and high-efficiency hot-water heaters at customer sites, and conversion to the use of natural gas as a fuel in Japan and overseas.	In order to realize the Daigas Group Carbon Neutral Vision, we aim to become carbon neutral in our group business by 2050 through innovation for decarbonization technologies. We work on decarbonization technologies for gaseous energy, such as methanation. In addition, believing that it is important to ensure CO2 emissions reduction until the establishment of decarbonization technologies, we have set targets for 2030 as the milestones for renewables in our power portfolio, renewables development contribution, and CO2 emissions reduction contribution as our contribution to achieving a low carbon/carbon neutral society. With the recognition of the external environment as described above, we released Energy Transition 2030 (ET2030) in March 2023 that outlines the overall pictures of the Group's transition to low-carbon and carbon-neutral energy.
Coexistence with local community	The Daigas Group operates a business that is rooted in and supported by local communities. We believe that our various contributions to local communities will lead to a virtuous cycle leading to the development of both the Group and society.	Within and beyond the Group	Communication with local communities (Number of local government projects participated in (community development plans, etc.), number of joint efforts with local communities on creating value) GRI Standards: 413-1	Based on the "Daigas Group Code of Business Conduct" and the fact that, as a member of society, we care about the issues faced by society, we strive to revitalize the community by contributing to urban/community development concepts as well as co-creating with stakeholders. <International and domestic standards> <ul style="list-style-type: none"> ISO 26000 <In-house policy and standards> <ul style="list-style-type: none"> Daigas Group Code of Business Conduct 	Under the ESG Committee, the Social Contribution Subcommittee deliberates and reports on cross-sectoral social contribution activities within the Daigas Group. 	The Daigas Group operates a business that is rooted in and supported by local communities. We believe that our various contributions to local communities will create a virtuous cycle leading to the development of both the Group and society. In FY2023.3, we participated in local governments' activities for community development including proposals aimed at building resilient cities and creating attractive communities with added value, as well as measures against global warming. Joint efforts with local communities included joint activities that help solve social issues, tackle the declining birthrate and aging population, and revitalize local communities, as well as initiatives in collaboration with NPOs and community organizations.	<ul style="list-style-type: none"> Participation in local governments' activities (i.e. community development planning) <ul style="list-style-type: none"> Support for SDGs promotion activities by local governments through proposals for community building Proposals for/participation in councils, committees, etc. organized by various groups and local governments Co-creation with local communities <ul style="list-style-type: none"> Research activities with third parties to create attractive cities Support for activities by elderly people in collaboration with local governments, NPOs, etc. Collaborative activities with NPOs and social entrepreneurs Dissemination of social issues through "My Pro Showcase Kansai" Support for NPOs through My Osaka Gas "Social Design+" Holding "Fureai Bazaar," etc. under the "Small Light Campaign" Activities to revitalize communities in collaboration with local governments and third parties (Talkin'About and Walkin'About activities)

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Supply chain management	Our broad-based city gas value chain is built on the cooperation of various business partners. Fulfilling our social responsibility by working with our suppliers in the value chain builds relationships of trust with our stakeholders and furthers the development of the entire value chain.	Within and beyond the Group	Building a responsible supply chain (Percentage of appropriate, new suppliers) GRI Standards: 308-1, 414-1	The Daigas Group is committed to fulfilling its social responsibility in close cooperation with business partners in line with the Daigas Group Code of Business Conduct, revised in accordance with the United Nations Global Compact. The Daigas Group has formulated the Daigas Group Procurement Policy and has made it known to the Group's suppliers, together with the Daigas Group Procurement Policy for Suppliers. <International and domestic standards> <ul style="list-style-type: none"> U.N. Global Compact Universal Declaration of Human Rights <In-house policy and standards> <ul style="list-style-type: none"> Daigas Group Code of Business Conduct Daigas Group Procurement Policy Daigas Group Procurement Policy for Suppliers 	Each organization in charge of procuring particular materials is to fulfill its responsibility in accordance with the procurement-related policies and guidelines set by the Daigas Group.	The Daigas Group's broad-based city gas value chain is built on the cooperation of various business partners. Fulfilling our social responsibility by working with our suppliers in the value chain builds relationships of trust with our stakeholders and furthers the development of the entire value chain. Based on this belief, we have established the Daigas Group Procurement Policy. In starting new business transactions, such as material purchases, we explain the policy and Daigas Group Procurement Policy for Suppliers to business partners and ask for their understanding. A total of 27 suppliers began new business transactions with us in FY2023.3. No business deals were barred from being started due to violations of standards set in the fields of environmental and social impacts, human rights and labor practices.	The Daigas Group conducted questionnaire surveys targeting major business partners, and took other measures to fulfill social responsibility with our business partners and strive for mutual development across the value chain. <table border="1"> <caption>Questionnaire surveys, etc. regarding sustainability activities (FY2023.3)</caption> <thead> <tr> <th>Target</th> <th>No. of target companies</th> <th>No. of responses</th> <th>Other initiatives</th> </tr> </thead> <tbody> <tr> <td>Major material suppliers</td> <td>146</td> <td>146</td> <td>Operation of the "Green Partner Initiative"</td> </tr> <tr> <td>Gas equipment manufacturers</td> <td>36</td> <td>36</td> <td></td> </tr> <tr> <td>Service chain partners and construction work contractors</td> <td>205</td> <td>165</td> <td></td> </tr> <tr> <td>LNG suppliers</td> <td>8</td> <td>6</td> <td></td> </tr> </tbody> </table>	Target	No. of target companies	No. of responses	Other initiatives	Major material suppliers	146	146	Operation of the "Green Partner Initiative"	Gas equipment manufacturers	36	36		Service chain partners and construction work contractors	205	165		LNG suppliers	8	6	
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Compliance	The Daigas Group's view on compliance is that it entails sensible corporate activities based on sound ethics with a particular focus on observing laws and regulations. To maintain the trust of stakeholders, it is vital to ensure that our directors, officers, and employees uphold compliance.	Within the Group	Promotion of compliance by the Group (Number of serious breaches of laws and regulations) GRI Standards: 307-1, 418-1, 419-1	The Daigas Group is committed to fulfilling its social responsibility in line with the Daigas Group Code of Business Conduct, revised in accordance with the United Nations Global Compact. The Code forms the basis of the Group's other internal rules. The Group's directors, officers, and employees also comply with the laws and regulations related to each of their operations. <International and domestic standards> <ul style="list-style-type: none"> U.N. Global Compact Universal Declaration of Human Rights Unfair Competition Prevention Act <In-house policy and standards> <ul style="list-style-type: none"> Daigas Group Code of Business Conduct Board of Directors Rules Internal Audit Rules Rules for Personal Information Protection Privacy Policy (on the handling of information of customers and shareholders) 	The Daigas Group has established "Compliance/Risk Management Subcommittees" under the "ESG Committee," in order to consider cross-organizational measures and share information, etc. The Compliance Office in the General Affairs Department promotes compliance across the Daigas Group as a whole, and we have also selected "Heads of Compliance" at each Business Unit, Company, and Core Affiliate, as well as "Compliance coordinators" and "staff who serve as key personnel in the compliance efforts" at each organization of Osaka Gas and each affiliate, as part of efforts to enhance compliance across the Group as a whole. 	The Group's view on compliance is that it entails sensible corporate activities based on sound ethics with a particular focus on observing laws and regulations. To maintain the trust of stakeholders, it is essential that officers and employees put compliance into practice. Recognizing that every management and employee is the key to ensuring compliance, we are continually conducting training sessions and employee surveys to raise awareness. FY2023.3 saw no serious violations of laws and regulations.	The employee survey conducted in FY2023.3 showed year-on-year increases in the levels of employee awareness and understanding toward the Daigas Group Corporate Principles, Charter of Business Conduct, and Code of Business Conduct. We will continue to familiarize employees with compliance and strive to promote the concept.																				
Employee engagement	In the Daigas Group Corporate Principles, the Group declares its aim to create "value for society," "value for shareholders," and "value for employees," as well as "value for customers," its top priority. We believe that developing human and intellectual capital is a source of value creation. Based on the belief that developing human and intellectual capital is a source of value creation, we consider it important to implement better measures to promote a workplace culture where employees can take on challenging work.	Within the Group	Creating a workplace where employees can feel a sense of fulfillment (Employee awareness survey) GRI Standards: Not applicable (General disclosure item: 102-43)	The Daigas Group strives to become a company that promotes the growth of its employees through work by enhancing its personnel system to respect individuality and initiative and creating an environment in which the safety and physical/mental health of employees are ensured and diverse talent can play an active role. <International and domestic standards> <ul style="list-style-type: none"> U.N. Global Compact Labor Standards Act Act on Advancement of Measures to Support Raising Next-Generation Children Act on the Promotion of Women's Active Engagement in Professional Life <In-house policy and standards> <ul style="list-style-type: none"> Daigas Group Code of Business Conduct Daigas Group Diversity Promotion Policy Daigas Group Human Rights Policy 	In addition to the system for "Employee Capacity Development," the Daigas Group has established the Daigas Group Safety and Health Council to discuss measures for and share information about industrial accident prevention and health maintenance and enhancement. 	In FY2022.3, we reviewed the content of the attitude survey, which was conventionally conducted at Osaka Gas, and designed and conducted the new Employee Attitude Survey so as to grasp employee engagement across the group. It was confirmed that the levels at Osaka Gas and its affiliated companies were higher than those in general. We analyze the results of the Employee Attitude Survey by age bracket, organization, etc., and implement measures to address identified issues.	In a survey conducted in FY2023.3, 5,769 employees at Osaka Gas responded, and the response rate was 92.5%. At affiliated companies, 7,305 employees responded, and the response rate was 89.9%. Four indicators were used as evaluation indicators: "overall satisfaction," which indicates the current level of satisfaction with the company, "loyalty," which indicates the level of dedication to the company, "intention to continue working," which indicates the intention to continue working for the company, and "recommendation intention," which indicates the degree to which employees recommend the company to their friends and acquaintances.																				

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Development of employee skills	In the Daigas Group Corporate Principles, the Group declares its aim to create "value for society," "value for shareholders," and "value for employees," as well as "value for customers," its top priority. We believe that developing human and intellectual capital is a source of value creation. The Daigas Group's Long-Term Management Vision 2030 lists the promotion of work style reform and development of human resources as important goals to be attained by that year. We consider it vital to develop personnel who are capable of working actively in a rapidly changing business environment, and to that end we offer a range of training and educational programs aimed at developing individual capabilities.	Within the Group	Creating a workplace where employees can feel a sense of fulfillment (Average hours of training per year per employee) GRI Standards: 404-1	The Daigas Group Code of Business Conduct includes our intention to create a workplace where employees can work peacefully. The Group is committed to respecting the individuality of its employees and developing their careers and skills to enable diverse personnel to reach their full potential. <International and domestic standards> <ul style="list-style-type: none"> U.N. Global Compact Act on Advancement of Measures to Support Raising Next-Generation Children Act on the Promotion of Women's Active Engagement in Professional Life <In-house policy and standards> <ul style="list-style-type: none"> Daigas Group Code of Business Conduct Daigas Group Diversity Promotion Policy 	The personnel system of Osaka Gas helps all employees understand their roles and expectations through meetings with their managers, who serve as personnel development advisors, and allows employees to choose their own development course to pursue. We offer a wide range of training programs for all positions and job descriptions, in addition to the training system for each development course. These include training programs by level junior/new, mid-level, managerial, etc., along with self-directed training. Overseas business training is also provided to develop personnel who can play an active role globally. <table border="1"> <tr> <td>Human Resources Department</td> <td>Leading the development of common elements across the company</td> </tr> <tr> <td>Respective organizations</td> <td>Leading the development of organization-specific elements (operational expertise, acquisition of qualifications, etc.)</td> </tr> <tr> <td>Supervisor</td> <td>Person responsible for development</td> </tr> <tr> <td>Instructor for new employees (PTA)</td> <td>Development promoter for three years after joining the company</td> </tr> <tr> <td>General affairs of the organization</td> <td>Confirmation of the development status and support</td> </tr> </table>	Human Resources Department	Leading the development of common elements across the company	Respective organizations	Leading the development of organization-specific elements (operational expertise, acquisition of qualifications, etc.)	Supervisor	Person responsible for development	Instructor for new employees (PTA)	Development promoter for three years after joining the company	General affairs of the organization	Confirmation of the development status and support	Regarding employees' capacity development, a follow-up and an evaluation are conducted periodically through an interview with a supervisor, etc. based on management by objectives (MBO) to encourage and motivate each employee to achieve growth on a voluntary basis and formulate a development plan toward the future. Annual average hours of training per employee: 26.3 hours/person Participation in e-Learning program*: 5.83 hours/person *Includes some temporary employees and part-time workers; covers the area of safety, information security, environment, digital transformation, etc.	Osaka Gas attaches importance to the development of human resources who can play an active role in a rapidly changing business environment. We therefore offer diverse education programs for each employee's skills development. Specifically, a variety of training sessions take place according to positions and job categories, including various training programs by job level and extensive self-selection style training. We organized training sessions in a planned manner throughout FY2023.3. e-learning courses saw 5,264 participants per course.
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Diversity and Inclusion	In order to expand into new fields of business, it is vital to build a corporate infrastructure that promotes diversity and allows everyone to participate. The Daigas Group recognizes the need for the Group to foster a corporate culture that encourages the free expression of opinions and a transformation into a corporate entity that promotes diversity in its ranks and corporate structure in a way that encourages employees to maximize their potential, irrespective of gender, age, physical ability, or nationality. This intention is spelled out in the Daigas Group Diversity Promotion Policy.	Within the Group	Achievement of diversity and inclusion (Percentage of female executives, women promoted to management positions, and women hired for career-track positions) GRI Standards: 405-1	The Daigas Group has formulated the Daigas Group Diversity Promotion Policy with the aim of creating a strong organization that can create new value. The Policy guides us to be a corporate group that can accept diverse values by respecting and approving diverse human resources without discrimination. <International and domestic standards> <ul style="list-style-type: none"> U.N. Global Compact Act on Advancement of Measures to Support Raising Next-Generation Children Act on the Promotion of Women's Active Engagement in Professional Life <In-house policy and standards> <ul style="list-style-type: none"> Daigas Group Code of Business Conduct Daigas Group Diversity Promotion Policy Daigas Group Human Rights Policy 	In the area of diversity and equal opportunity, we take action across the organization in line with the UN Global Compact, related laws, and the Daigas Group Diversity Promotion Policy to make improvements in recruitment, the development of human resources, and the workplace environment.	Osaka Gas promotes initiatives to empower female employees to achieve the targets for 2030. In FY2023.3, we strived to respect diverse careers and values and roll out measures attentive to individuals' situations. We made efforts in multiple areas to achieve our female advancement goals, including training appropriate to the timing of job responsibilities and life events, dissemination of the importance of individual-based management in training for managers, and promotion of male employees to take childcare leave. As of June 2023, the ratio of female executives was 26.7%, and the ratio of female directors was 20.0%.	<ul style="list-style-type: none"> Recruitment Strengthen recruitment activities for female students <ul style="list-style-type: none"> As a diversity seminar, introduce female employees' career paths and workplace environments where they are playing an active role; Hold seminars for science-major female students Post career examples of women as part of the information on recruitment on our website Development To support female employees' career formation, offer continuous career education, including how they would balance work and childcare <ul style="list-style-type: none"> Transfer and appointment: transfer and appoint based on individual development plans suited to each employee Career education: offer the mentoring program, have interviews with young female employees, and dispatch to external training For supervisors: offer training for newly appointed and existing managers/supervisors, and hold a Diversity Promotion Forum (lecture by knowledgeable person and workshop) Work environment Create a work environment where life events do not disrupt career <ul style="list-style-type: none"> Childcare: Hold child-rearing luncheon meetings (job networking event); Hold seminars for employees raising children and their supervisor; Offer networking opportunities for workers on leave and returners; Hold roundtable talks for people taking childcare leave; Hold seminars on balancing work and childcare for men (Diversity West Japan Study Group) Corporate culture: provide information through continued distribution of e-mail news and in-house web magazines; Continue to implement measures to promote efficient working 										