

# Human Resources

## Summary

<b>Why the topic is material</b>	<p>In the Daigas Group Corporate Principles, the Group declares its aim to create value primarily for customers, as well as for society, shareholders, and employees. Based on the belief that human capital is a source of value creation, the Group aims to be a company where employees can achieve personal growth through their work.</p> <p>Based on the notion that creating a comfortable work environment that takes into consideration the health and safety of our employees is the foundation of all our operations, we are working to prevent occupational accidents and promote health and wellness of our employees.</p> <p>We respect the individuality and self-reliance of all employees and actively promote diversity, equal opportunity, and inclusion so that they can take on challenging and rewarding work. We position employee engagement, development of employee skills, and diversity &amp; inclusion as material issues.</p>
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	Items to be addressed	Specific initiatives								
<b>Human resources management</b>	<ul style="list-style-type: none"> <li>Retention of necessary personnel to respond to the evolution of our business portfolio</li> <li>Maximization of the entire Group's performance by assigning the right people to the right jobs</li> <li>Revitalization of individuals by increasing job satisfaction</li> </ul> <p><b>Materiality</b> Employee engagement</p>	<p><b>Policy and promotion system</b></p> <p>We are engaged in various initiatives to improve employee satisfaction and the Group's entire performance in a rapidly changing business environment with increasingly diversified employees' work perspectives.</p> <p>The personnel system of the Osaka Gas helps all employees understand their roles and expectations through meetings with their supervisors, who serve as personnel development advisors, and allows employees to choose their own career course to pursue.</p> <p>Moreover, we have established the Daigas Group Safety and Health Council to discuss measures for and share information on occupational accident prevention and health maintenance and enhancement.</p> <p>Each year, we measure employee engagement through the Attitude Survey of Daigas Group employees, reflecting the results in each policy.</p>								
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<p><b>Initiatives undertaken in FY2023.3</b></p> <ul style="list-style-type: none"> <li>Strengthened recruitment of highly specialized human resources and established a multi-track career path system by offering new career paths</li> <li>Introduced a talent management system</li> <li>Continued to implement improvements to the workplace environment to make it more comfortable to work in</li> </ul>										
<b>Human resources development</b>	<ul style="list-style-type: none"> <li>Revision of the specifics of the training contents in light of the employees' desired level of growth and the personnel profile</li> <li>Implementation of DX human resources education</li> </ul> <p><b>Materiality</b> Development of employee skills</p>	<p><b>Policy and promotion system</b></p> <p>The Daigas Group's Long-Term Management Vision 2030 lists the promotion of work style reform and development of human resources as important goals. 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.</p> <p>Osaka Gas offers a wide range of training programs for all positions and job descriptions, in addition to the training system for each career course. These include training programs by level along with self-directed training.</p>								
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<p><b>Initiatives undertaken in FY2023.3</b></p> <ul style="list-style-type: none"> <li>Periodically conducted follow-ups and assessments through meetings between employees and their supervisors based on Management by Objectives (MBO) approach</li> <li>Developed each individual's spontaneous desire and motivation for growth and formulated a future career plan</li> </ul>										

	Items to be addressed	Specific initiatives		
Diversity and Inclusion	For empowerment of female employees: <ul style="list-style-type: none"> <li>• Implementation of career education (including balancing of work and childcare)</li> <li>• Creation of an environment where life events do not disrupt a career</li> <li>• Enhancement of recruitment activities for female students</li> </ul> <b>Materiality</b> Diversity and Inclusion	<b>Policy and promotion system</b> 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, human resources development and the workplace environment, led by the dedicated division for diversity promotion.		
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Work-life management	<ul style="list-style-type: none"> <li>• Implementation of measures for supporting employees balancing work and life</li> <li>• Efforts to improve productivity and reduce working hours</li> <li>• Support for community activities involvement</li> </ul>	<b>Policy and promotion system</b> We aim to create a corporate culture in which employees can maximize their abilities by striking a balance between rewarding work and fulfilling personal lives and involvement with society. Furthermore, labor and management are working together to realize a work-life balance by systemizing support measures needed by employees at each life stage and creating a workplace environment that facilitates the use of such measures. We are working on work-style reform while considering measures to promote highly productive and creative work styles through corporate committees called the Efficient Work Styles Committee and the DX Committee.		
Labor safety and health	<ul style="list-style-type: none"> <li>• Continued implementation of measures to prevent occupational accidents</li> <li>• Practical implementation of Kenko Keiei*</li> <li>• Continued support for labor health and safety management at group companies</li> </ul> *The term "Kenko Keiei®" is a registered trademark of Non-profit Organization Kenkokeiei.	<b>Policy and promotion system</b> In March 2021, we established the Daigas Group Declaration of Health and Productivity Management by summarizing our attitude toward Kenko Keiei (health and productivity management), which was indicated in the Daigas Group Corporate Principles, the Daigas Group Charter of Business Conduct, and the Daigas Group Code of Business Conduct. We also established the Daigas Group Action Guidelines "7 Rules for Being Healthy" to encourage employees to live healthy lifestyles. In addition, in order to create a workplace where employees can work safely, based on the idea that ensuring safety and maintaining and improving physical and mental well-being are key to all operations, we declared in the Daigas Group Code of Business Conduct that we will prevent occupational accidents and promote fitness.		
		<b>Initiatives undertaken in FY2023.3</b> <ul style="list-style-type: none"> <li>• Continued implementation of measures to prevent occupational accidents: Continued implementation of safe driving education and heat stroke countermeasures</li> <li>• Practical implementation of Kenko Keiei: Health promotion activities based on the Daigas Group Action Guidelines "7 Rules for Being Healthy"</li> <li>• Implementation of health-related training: 9% of employees participated</li> <li>• Continued support for labor health and safety management at group companies: Once a year each group company prepares a safety and health action plan. Conducted a survey on the status of labor health and safety management in conjunction with the submission of the action plan. 13,715 employees from 34 companies (total of Osaka Gas and affiliated companies) received regular health checkups at the Osaka Gas Health Development Center.</li> </ul>		
Communication between employees and company	<ul style="list-style-type: none"> <li>• Continuing to set up opportunities for direct dialog between Osaka Gas President and group employees</li> <li>• Maintaining and strengthening sound and good labor-management relations to resolve issues</li> <li>• Continued implementation of the in-house award system</li> </ul>	<b>Policy and promotion system</b> The Daigas Group believes that it is important for employees and the company to work together to realize the healthy growth of each group company with a sense of mutual trust and tension. To this end, we promote communication between employees and the company by opinion exchanges at informal meetings between the labor union and management and various study committee meetings, as well as workplace visits by the President of Osaka Gas to group companies and organizations.		
		<b>Initiatives undertaken in FY2023.3</b> <ul style="list-style-type: none"> <li>• Continuing to set up opportunities for direct dialog between Osaka Gas President and group employees: 11 times provided</li> <li>• Maintaining and strengthening sound and good labor-management relations to resolve issues: 9 work councils held</li> <li>• Continued implementation of the in-house award system: President's Award granted once</li> </ul>		