Work-Life Balance

Principle and Outline

Osaka Gas aims 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.

By researching strategies to encourage an innovative and productive work style inside the cross-company Efficient Work Styles Committee and the DX Committee, the Company is aiming to change the way people work.

We are working on work-style reform while considering measures to promote highly productive and creative work styles through corporate committees including the DX Committee.

Support for Male Employees to Participate in Childcare

Osaka Gas encourages male employees to take one month of childcare leave. In addition to solving social issues such as the declining birthrate and creating a society in which both men and women can play an active role, taking childcare leave is expected to improve the work-life balance of employees raising children, thereby increasing their job satisfaction and productivity, and creating innovation from a new perspective through the experience of childcare, which is different from their work duties. Based on this concept, in addition to childcare leave, we have introduced a system that allows employees to flexibly take leave and according to their work and family needs, including “Hagukumi Leave”*, and the utilization rate of such leave system was 98% in FY2026. In addition, we are striving to create an environment that facilitates the use of the system by sending out messages from management, preparing guidebooks, and sharing examples of cases where employees have used the system.

* Hagukumi leave: A unique paid leave for childcare purposes that can be taken for five days within six months of the birth of a child.

Support for Balancing Work and Nursing Care by Improving the Systems and the Workplace Environment

Osaka Gas offers various systems to support a balance between work and nursing care. For employees who need to take leave to care for family members, we have established systems that allow employees to take more leave than legally required, including a nursing care leave system that allows employees to take a total of 366 days of leave per family member who needs care and a system of shorter working hours for nursing care that allows employees to work up to 3 hours less per day, or work one day less per week (four-day work weeks), for a total of 1,096 days in addition to the leave period.

Helping Employees Balance Work and Medical Treatment

In April 2021, Osaka Gas introduced a system of shorter working hours to support employees in balancing work and medical treatment, mainly for employees requiring cancer and dialysis treatment. Normally, employees use paid leave, half-day paid leave, flextime, etc. when going to the hospital for treatment of illnesses, etc. However, in some cases where long-term continuous treatment is required, paid leave, etc. may not be sufficient. In response to such a situation, we introduced a system of shorter working hours for the purpose of outpatient treatment that allows employees to apply to shorten their working day. In October 2025, we also introduced a leave program for infertility treatment.

Efforts to Improve Productivity and Curb Long Working Hours

Policy for initiatives

In addition to increasing employee value by realizing work-life balance and creating a culture to promote diversity, Osaka Gas is promoting efficient work styles to prevent health problems caused by overwork, and will continue with efforts to curb long working hours.

We have formulated the Code of Conduct for Efficient Work Styles, a set of standards that all personnel (supervisors, subordinates, etc.) should be aware of and implement in order to improve work efficiency and save labor.

Moreover, through the visualization of data on overtime work hours and monthly follow-ups, we aim to reduce overtime and prevent overwork.

And, by expanding options to work from our satellite offices or from home, we are enabling a diverse and flexible work styles.

Satellite office set up in Grand Front Osaka, located near Osaka Station

Main initiatives

Promotion of flexible work styles	• Expansion of telecommuting (give flexibility in where to work by allowing employees to work from home or satellite offices) • Introduction of hourly paid leave system
Promotion of operational process innovation by promoting DX	• Company-wide rollout of groupware • Streamlining of operations using IT (e.g., information sharing via internal portal site, work support via smartphone, and automation of operations and saving labor using RPA and AI)
Initiatives to curb long working hours and prevent overwork	• Visualization of data, such as actual overtime work hours, and implementation of monthly follow-up • Setting and promotion of a weekly “no overtime day,” and days to encourage the taking of paid leave • Thorough implementation of rules to curb long working hours and prevent overwork (promoting initiatives aimed at reducing and optimizing total working hours, including in principle prohibiting overtime work after 8 p.m., prohibiting remaining on company premises between 8 p.m. and 7 a.m., in principle prohibiting sending emails at night (10 p.m.–7 a.m.) or on days off, and prohibiting meetings after 6 p.m.)

Supporting Employees' Participation in Society through a Juror Leave System, etc.

Prior to the implementation of the juror system in Japan in May 2009, Osaka Gas established a juror leave system that allows employees to take paid leave for the required number of days when they are selected as a juror or prosecution councilor in FY2009 to support employees' participation in society.

Volunteer Leave System/Community Leave System

Osaka Gas has introduced various systems for employees to participate in company-approved volunteer and social contribution activities. Under the volunteer leave system, each employee is treated as being on leave during the period of an activity and is provided with special treatment regarding their work period and salary. The community leave system is a system to support employees' involvement in the community, under which they can take special leave.