

ESG データ ESG data

1 環境 Environment

会計年度 FY	17.3	18.3	19.3	20.3	21.3
GHG排出量 *1・2 (千t-CO2e) GHG Emissions *1・2 (thousand tons-CO2e)	36,127	36,630	34,808	32,907	27,784
内、スコープ1・2 (千t-CO2e) Scope 1・2 (thousand t-CO2e)	4,363	5,159	5,350	4,963	5,513
内、スコープ3 (千t-CO2e) Scope 3 (thousand t-CO2e)	31,764	31,471	29,459	27,944	22,271
CO2排出削減貢献量 *3 (千t-CO2) Contribution to reduction in amount of CO2 emissions *3 (thousand t-CO2)	-	611	1,674	3,342	5,596

*1 集計範囲：大阪ガスと連結子会社のうち、データ把握が困難かつ環境負荷の小さい、テナントとして入居している会社ならびに海外の会社を除いた関係会社。会社の統合等により、年度によって集計会社数は異なる。

*1 Boundary of aggregation : Of Osaka Gas's consolidated subsidiaries, the companies which exclude companies whose environmental effects are minimal and whose environmental data are difficult to grasp are subject to the calculation. And the companies which are housed in Osaka Gas office buildings as tenants or are foreign companies are not subject to such calculation. However, the aggregate number of companies may differ by fiscal year due to company mergers, etc.

*2 集計対象の温室効果ガスは、CO2、メタン (CH4)、N2Oおよびフロン類 (HFC)。

*2 Greenhouse gases subject to calculation are CO2, methane (CH4), N2O and chlorofluorocarbons (HFC).

*3 18.3期以降の累計

*3 Total contribution to reduction in amount from FY18.3

2 社会 Social

会計年度 FY	17.3	18.3	19.3	20.3	21.3
女性従業員比率・連結 (%) *1 Percentage of female employees / Consolidated (%) *1	23.6%	26.7%	28.2%	27.6%	28.3%
女性従業員比率・個別 (%) *1 Percentage of female employees / Non-Consolidated (%) *1	15.1%	15.5%	15.4%	15.7%	17.0%
女性管理職比率・個別 (%) *1,2 Percentage of women in managerial positions / Non-consolidated (%) *1,2	2.7%	3.8%	3.4%	3.5%	5.0%
新卒総合職採用の女性比率・個別 (%) Percentage of women in new recruits for career-track positions / Non-consolidated (%)	32.6%	22.9%	36.7%	28.3%	26.8%
離職率 (50歳未満)・個別 (%) Employee turnover rate (less than 50 years old) / Non-consolidated (%)	0.57%	1.05%	1.42%	1.05%	1.36%
育児休業・個別 (人) Childcare leave / Non-consolidated (Number of persons)	18	31	33	44	32
内、男性 (人) Male (Number of persons)	1	4	5	14	17
育児短時間勤務・個別 (人) Shorter working hours for childcare / Non-consolidated (Number of persons)	31	21	35	33	22
介護休業・個別 (人) Nursing care leave / Non-consolidated (Number of persons)	1	1	2	1	0
介護短時間勤務・個別 (人) Shorter working hours for nursing care / Non-consolidated (Number of persons)	5	0	1	0	1

暦年 Calendar year	17.6	18.6	19.6	20.6	21.6
障がい者雇用率・個別 (%) *3 Percentage of disabled employees / Non-consolidated (%) *3	2.30%	2.39%	2.36%	2.40%	2.34%

会計年度 FY	17.3	18.3	19.3	20.3	21.3
マイコンメーター普及率 (%) Intelligent gas meters usage rate (%)	99.9	99.9	99.9	99.9	99.9
不完全燃焼防止装置付き小型湯沸器普及率 (%) Water heaters with incomplete combustion prevention devices usage rate (%)	99.9	99.9	99.9	99.9	99.9
立消え安全装置付きテーパーコンロ普及率 (%) Gas stoves with function for auto-matically turning off the flame usage rate (%)	95.6	95.9	96.0	96.1	96.2
ガス警報器普及率 (%) Residential gas alarm system usage rate (%)	52.5	53.0	52.0	50.1	50.1

*1 各3月末時点

*1 As of March 31

*2 マネジャー以上の職位に占める女性比率

*2 Ratio of women in manager level or higher positions, who actually have subordinates and perform personnel evaluation.

*3 各6月1日時点

*3 As of June 1

3 ガバナンス Governance

暦年 Calendar year	17.6	18.6	19.6	20.6	21.6
取締役 (人) Directors (Number of persons)	13 (0)	13 (0)	13 (0)	9 (0)	10 (0)
内、社内取締役 (人) Inside Directors (Number of persons)	10 (0)	10 (0)	10 (0)	6 (0)	6 (0)
内、社外取締役 (人) Outside Directors (Number of persons)	3 (0)	3 (0)	3 (0)	3 (0)	4 (1)
社外取締役比率 (%) Ratio of outside directors (%)	23.1%	23.1%	23.1%	33.3%	40.0%
女性取締役比率 (%) Ratio of female directors (%)	0.0%	0.0%	0.0%	0.0%	10.0%
監査役 (人) Audit & supervisory board members (Number of persons)	5 (1)	5 (1)	5 (1)	5 (1)	5 (1)
内、社内監査役 (人) Inside audit & supervisory board members (Number of persons)	2 (0)	2 (0)	2 (0)	2 (0)	2 (0)
内、社外監査役 (人) Outside audit & supervisory board members (Number of persons)	3 (1)	3 (1)	3 (1)	3 (1)	3 (1)
社外監査役比率 (%) Ratio of outside audit & supervisory board members (%)	60.0%	60.0%	60.0%	60.0%	60.0%
女性監査役比率 (%) Ratio of female audit & supervisory board members (%)	20.0%	20.0%	20.0%	20.0%	20.0%

* 当該年の定時株主総会によって選任された体制の人数

* Number of members elected by the annual meeting of shareholders in the year.

* ()内は女性の数

* Figures in brackets show number of female

4 外部評価 Third-party evaluation

会計年度 FY	17.3	18.3	19.3	20.3	21.3
FTSE Blossom Japan Index FTSE Blossom Japan Index	-	選定 Selected	選定 Selected	選定 Selected	選定 Selected
MSCI ESG Leaders Indexes * MSCI ESG Leaders Indexes *	選定 Selected	選定 Selected	選定 Selected	選定 Selected	選定 Selected
MSCIジャパン セレクト・リーダーズ指数 MSCI Japan ESG Select Leaders Index	-	選定 Selected	選定 Selected	選定 Selected	選定 Selected
MSCI日本株 女性活躍指数 MSCI Japan Empowering Women Index	-	選定 Selected	選定 Selected	選定 Selected	選定 Selected
ダウ・ジョーンズ・サステナビリティ・ワールド・インデックス Dow Jones Sustainability World Indexe	-	選定 Selected	選定 Selected	選定 Selected	-
ダウ・ジョーンズ・サステナビリティ・アジア / パシフィック・インデックス Dow Jones Sustainability Asia Pacific Index	選定 Selected	選定 Selected	選定 Selected	選定 Selected	選定 Selected

* 18.3期以前はMSCI Global Sustainability Indexes

* Before FY18.3, MSCI Global Sustainability Indexes