Management Policy for Human Growth

Fundamental Concept

We will respect the individuality and autonomy of employees and create a corporate environment in which a diversity of values is accepted.

The Osaka Gas Group would like to be a company at which employees can find not just employment but also personal growth through their work. To that end, we have introduced career-course-specific human resources systems designed to respect and put to full use the individuality and autonomy of employees, and we have been conducting a wide range of training. We have also formulated a “Osaka Gas Group Diversity Policy” to ensure that a diversity of people can play active roles at the Osaka Gas Group. Convinced that ensuring employees’ safety and maintaining/improving their physical and mental well-being are keys to all our operations, we are also undertaking efforts to prevent work accidents and to promote fitness.

Specific Materiality

- Supplier Assessment for Labor Practices
- Labor Practices Grievance Mechanisms
- Osaka Gas Group Code of Conduct
  "1. Respect for Human Rights"
  "2. Creating Pleasant Work Environment"
  "13. Developing Our Partners’ Understanding on Our Code of Conduct"
- CSR Purchasing Guidelines
- Osaka Gas Group Diversity Policy

Relevant Osaka Gas Group policies, etc.

Management Structure

We have set up a Central Health and Safety Council that considers measures to prevent work accidents and maintain/enhance health, and that shares information in this regard.

For the sake of occupational health and safety, we have established the “Osaka Gas Group Safety and Health Promotion Regulations” and the “Osaka Gas Safety and Health Management Regulations,” and the Osaka Gas Group is working with cooperating companies and business partners to improve safety and health levels.

Target & Results

CSR Indicator:

Employee Opinion Survey (Job Satisfaction and Attachment to the Company)

Osaka Gas periodically conducts employee opinion surveys to understand how employees satisfy with their job, workplace environment, superiors, company systems, and so on. Employees are asked to rate their satisfaction level on a five-point scale for 21 categories (“job satisfaction,” “attachment to the company,” etc.) and to leave an open comment. The most recent opinion survey was given to all employees in fiscal 2013.

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<tr>
<th>Target for FY 2014</th>
<th>FY 2014 Result</th>
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<tr>
<td>Maintain sufficient levels</td>
<td>Maintained sufficient levels</td>
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FY 2014 Results Overview

An “Employee Opinion Survey” was conducted in FY2013, and next survey is to take place in FY2015. The goal of the Employee Opinion Survey in FY2013 is to confirm changes over time in employee opinions and the progress made in adopting/implementing the human resources systems introduced in FY2012. The FY2013 results surpassed the results of the previous survey (FY2010) in the CSR indices of “job satisfaction/attachment to company” and “degree of satisfaction with human resources systems.”

Toward the Future

With the Osaka Gas Group internationalizing and its business becoming more diverse, it is essential that its human resources become similarly diversified. We will strive to ensure that personnel can play active roles at the Osaka Gas Group regardless of sex, age, disability, or nationality. In terms of human resources development, we are also working out means of passing on the safety and accident prevention knowledge/experience of veteran employees approaching mandatory retirement age.
**Major Activities in FY 2014**

### Management Policy for Human Growth

**“Diversity Training Sessions” Held to Ensure Our Company Allows a Variety of People to Play an Active Part**

The Osaka Gas Chemicals Group is aiming to be a world-class chemical company at which women, foreign nationals, and others can create a diversity of ideas and take on important roles. As part of this policy, we held “Diversity Training Sessions” for supervisors/managers on May 28 and June 20, 2013. These sessions were led by Ms. Yoshe Komuro of Work Life Balance Co., Ltd., who organized group discussions and devised other approaches to address the topic of dealing with situations when a member of one’s own family or a subordinate’s needs nursing care.

**Hiring the Disabled, Rehiring Employees after Retirement**

Osaka Gas does all it can to hire disabled persons and creates a work environment conducive to the talents of each individual. As a result of these efforts, disabled persons made up 2.14% of our workforce as of April 2014, well above the legal minimum of 2.0%.

Of the 41 affiliate companies, 16 have achieved the legal minimum.

Osaka Gas has a system, called the Short-Term Contract Reemployment Scheme, to rehire employees who are 60 and older after retirement, under which applicants are placed in jobs that match their skills and desires. In fiscal 2009, we introduced a full-time reemployment system to meet the working needs of a wider range of employees. All Osaka Gas Group companies have similar systems for the reemployment of retirees.

**Mental Health Education and Self-Care Efforts**

Osaka Gas has mental health measures that include education for all supervisors and managers. This education has been open to employees of affiliates as well. In training for newly appointed supervisors and managers, mental health care for subordinates is now a required subject.

To promote self-care, we have been conducting stress checks of all persons undergoing medical checkups as well as following up on individual cases as needed, providing advice or suggesting examinations to examinees whose stress levels were particularly high on specific items in order to discover mental disorders early on. We are also providing stress checks to all new employees to prevent or promptly detect any workplace maladjustment.

**Training According to All Career Tracks, Job Levels and Job Descriptions**

Osaka Gas has training programs for all employee levels that are designed to spur motivation and personal growth.

We have a wide range of training for all positions and job descriptions. In addition to a training system divided by career track courses that employees select to pursue, we have different training programs for junior and new employees, mid-level employees, and executives, as well as a variety of elective training courses.

**Training for Developing Human Resources with Global Capability**

To develop individuals who can play an active role overseas, Osaka Gas runs various education and training programs. Examples are the training for employees who are assigned to work overseas, the trainees program in which employees have opportunities to work at overseas affiliated companies.