

## Osaka Gas selected as a FY2021 Nadeshiko Brand by METI and TSE

March 23, 2022

Osaka Gas Co., Ltd.

Osaka Gas Co., Ltd. (President: Masataka Fujiwara; hereinafter, "Osaka Gas") has been selected as a FY2021 Nadeshiko Brand.

The Nadeshiko Brand initiative was jointly started in FY2012 by the Tokyo Stock Exchange (TSE) and the Ministry of Economy, Trade and Industry (METI), with this year marking the 10th anniversary. The initiative selects and publicizes TSE-listed enterprises that are actively promoting utilization of the female workforce by improving the environment for women to continue working, with the aim of introducing such appealing brands to investors who focus on mid- to long-term improvement of corporate value.

The Daigas Group formulated the Daigas Group Diversity Promotion Policy in 2014. Based on the policy, the Group is promoting diversity, equal opportunity, and inclusion to improve corporate value through establishing a resilient organization that can create new types of value. In particular, women account for the largest share of a company's "minority." Accordingly, we believe that organizations where women can play an active role can offer an environment for diverse human resources, including foreigners, people with disabilities, and LGBT people, to also play an active role. Considering women's empowerment as a touchstone for promoting diversity, we are working to enhance career education for women and create a comfortable working environment for them toward the FY2030 goals.

### ■ Our major efforts

#### 1. Implementing career education (including the issue of balancing work and childcare)

- Supporting autonomous career development through a mentoring program
- Sending female employees to external training courses designed for women
- Holding round table discussions on women's career development
- Providing personal development opportunities for employees who are on childcare leave and implementing exchange programs between employees on leave
- Holding discussion forums between employees with children and their supervisors for employees returning to work after childcare leave

#### 2. Creating an environment in which life events do not disrupt the careers of employees

- Strengthening cooperation between personnel involved in the career development of employees (supervisors and personnel department of the organization/head office) by utilizing interview sheets from pregnancy to return to work

- Promoting flexible working in terms of time and place by utilizing a flextime system and working from home

### 3. Strengthening recruitment activities for female students

- Holding company information sessions that introduce actual examples of various career paths in the company to enable students to imagine how they could play an active role after joining the company
- Holding round table discussions for female students

\* Considering that men's participation in childcare is also an essential part of fostering a women empowering culture, the childcare-related measures described in 1 above and both measures described in 2 above target both men and women.

The Daigas Group will continue to promote diversity, aiming to become a corporate group where a diverse range of personnel feel a sense of satisfaction and play an active role.



Click here for the news release on the announcement of the “Nadeshiko Brands” by the Ministry of Economy, Trade and Industry.

[https://www.meti.go.jp/english/press/2022/0322\\_005.html](https://www.meti.go.jp/english/press/2022/0322_005.html)

\* This links to an external site.

Click here for the Daigas Group Diversity Promotion Policy.

<https://www.daigasgroup.com/en/sustainability/materiality/diversity.html>