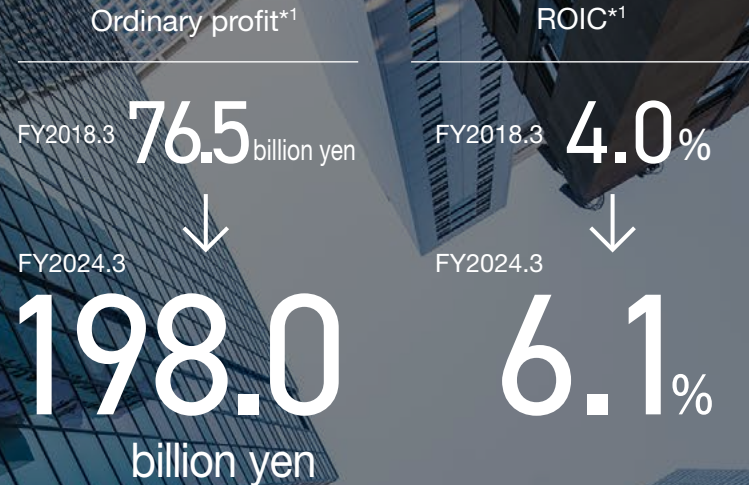




Creating Value for Shareholders



To maximize corporate value with stable growth

Amid changes in the business environment, such as the deregulation of energy markets and the trend toward carbon neutrality, the Group has strengthened its business portfolio through ROIC-oriented management.

Going forward, we will strive for the maximization of corporate value with long-term, stable growth, while maintaining a sound financial base.

*1 Excluding temporary impact on domestic energy business (Time-lag effect of Gas Business and Electricity Business)



Creating Value for Employees

Enhancement of systems

Establishment of remote working system Establishment of satellite offices	Enhancement of childcare and nursing care leave systems Introduction of hourly paid leave Support for balancing work and medical treatment, etc.
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To become a company where people with diverse values can thrive

We respect and accept the different attributes and values of individual employees. We are establishing systems with various initiatives such as role-based human resources development, voluntary training, and correspondence education programs in our efforts to build relationships that will allow us to grow together.

Becoming a company where employees can take strength from their individuality to demonstrate their full potential will lead to the enhancement of corporate value.

*2 Four indicators, "overall satisfaction," "loyalty," "intention to continue working," and "intention to recommend" were used to evaluate employee engagement. The scores for Osaka Gas and its affiliates were higher than the society average.

*3 Scope : Osaka Gas

*4 This percentage may exceed 100% because male employees whose spouses gave birth in previous years may take childcare leave, etc. in the current fiscal year.