














# Results of Materiality Indicators in Medium-Term Management Plan 2023

In light of the process to identify materiality, the Daigas Group set forth “co-create value for a sustainable future” and “evolve our corporate group” in its Medium-Term Management Plan 2023, defining the pursuit of the creation of value for solving social issues alongside stakeholders as one of its key strategies and driving forward relevant initiatives. While we achieved most of the targets for materiality indicators, key issues that we should keep working on were selected again when we formulated the Medium-Term Management Plan 2026.

Charter of Business Conduct	Important issues (Materiality)	Value for a sustainable future	Initiatives to create value for a sustainable future	Indicators	Goals	Fiscal year to be achieved	FY2024.3 results	Contribution to SDGs	
I	Creating value for customers	Establishing lifestyles and businesses adjusted to the new normal	Maintain and expand customer base	Number of customer accounts	10 million or more	2031.3	10.38 million	   	
			Enhance customer relationship management	Customer satisfaction rate	90%	2024.3	92%		
		Enhancing resilience of customers and society	Customer health and safety GRI Standards: 416-1	Maintain safety and quality levels	Number of serious accidents	Continued zero serious accidents	2031.3		Zero serious accidents
			Stable supply of services	Strengthen resilience of energy supply	Build resilient energy supply facilities	Implementation of measures for disaster prevention and aging pipes	2031.3		Ratio of strengthening of earthquake resistance: about 89% Number of supply area subdivisions: 727 blocks
II	Contributing to the sustainability of the environment and society	Achieving a low-carbon/ carbon-neutral society	Implement carbon-neutral measures	CO <sub>2</sub> emissions of Daigas Group	Net zero emissions	2051.3	25.63 million tons	    	
					27.02 million tons*1 (5 million tons reduction) from FY2018.3	2031.3	24.63 million tons*1		
			Provide clean energy and expand renewable energy value chain	Percentage of renewables in our power generation portfolio in Japan*2	Nearly 50%	2031.3	22.4%		
				Contribution to developing renewable capacity on a global basis*2	5 GW	2031.3	3.17 GW		
2.5 GW	2024.3								
Promote advanced utilization of natural gas and environmental products	Avoided emissions (Baseline: FY2017.3)	10 million tons	2031.3	5.01 million tons					
III	Engaging with and contributing to society	Building foundations that support the realization of value for a sustainable future	Promote communication with local communities	Number of our participation in local governments' activities (i.e. community development planning)	14 cases	2024.3	51 cases	   	
				Number of joint efforts with local communities	170 times	2024.3	248 times		

\*1 Emission throughout the domestic supply chain (Scope 1, 2 & 3) (New targets for FY2031.3 set in Energy Transition 2030) \*2 Including power sources under the feed-in tariff (FIT) system.

Charter of Business Conduct	Important issues (Materiality)	Value for a sustainable future	Initiatives to create value for a sustainable future	Indicators	Goals	Fiscal year to be achieved	FY2024.3 results	Contribution to SDGs
IV Respecting human rights	Supply chain management GRI Standards: 308-1 414-1	Building foundations that support the realization of value for a sustainable future	Build a responsible supply chain	Appropriate new supplier ratio	100%	2024.3	100%	
	V Complying with laws and regulations		Compliance GRI Standards: 307-1 418-1 419-1	Promote the Group's compliance	Number of serious violations of laws and regulations	Continued zero serious violations	2024.3	Zero serious violations of laws and regulations
VI Providing a work environment that supports employees' personal growth	Employee engagement		Create a workplace where employees can feel a sense of fulfillment	Attitude survey	Maintained and improved employee engagement	2031.3	Four comprehensive indicators remained at appropriate levels	
	Development of employee skills GRI Standards: 404-1		Promote diversity and inclusion	Annual average hours of training per employee	Implementation of human resource development and work environment improvement	2031.3	25.1 hours/person Hours of e-Learning courses were taken*1: 6.2 hours/person	
	Diversity and inclusion GRI Standards: 405-1		① Ratio of female executives/Ratio of female Directors*2 ② Ratio of women in members newly promoted to middle management positions ③ Ratio of women in new recruits for career-track positions	① 20% or higher for each category ② 30% or higher ③ Continue 30% or higher	2031.3	① 26.7%/20.0% ② 15.9% ③ 32.8%		

\*1 Includes some temporary employees and part-time workers. Covers e-learning programs on safety, information security, environment, digital transformation, etc. \*2 Target for Ratio of female Directors newly set in March 2023